

Proposed Agenda for the 17th IFF General Assembly to be held in Swiss Life Arena 12th of November 2022 at 8:30.

1. Opening of the General Assembly by IFF Vice President Mr. Filip Suman

2. Approval of present Associations and the voting roll. (JL)

The IFF CB is proposing to the IFF General Assembly to confirm the decision to change of Italian membership in IFF from the Italian Floorball Association (FIUF) to Italian Field Hockey Federation and the change of the Italian membership becomes effective as soon as all the administrative procedures have been finalized and as soon as all the legal documents are in place.

There are 30 ordinary member associations registered, i.e. Australia, Austria, Belgium, Canada, Cote d'Ivoire, Czech Republic, Denmark, Estonia, Finland, Germany, Iceland, India, Iran, Israel, Italy, Korea, Latvia, Liechtenstein, Netherlands, New Zealand, Norway, Philippines, Poland, Singapore, Slovakia, Spain, Sweden, Switzerland, Thailand, Ukraine and USA present, which according to the IFF Statutes § 29.2. have the right to vote at the General Assembly, if they have fulfilled their obligations towards IFF.

Cote d'Ivoire, and Iran are not eligible to vote due to the debts to the IFF. Presently Belarus and Russia are suspended based on the decision by the IFF Central Board

A simple majority with 28 of all ordinary members participates in the meeting is 15 votes and the qualified majority of 2/3 majority is 19 votes, according to the Statutes.

There are 8 provisional members associations registered for the general Assembly.

Approval of the voting roll.

3. Greetings to the General Assembly (FS)

4. Election of two scrutineers of the General Assembly (FS)

The IFF Central Board proposes to elect Ms. Dorothee Vogelesang and Mr. Marek Chomnicki as scrutineers of the IFF General Assembly.

5. Approval of the agenda (FS)

6. Approval of the protocol of the last General Assembly (Article 31 paragraph 2) (FS)

The protocol from the last General Assembly held virtually in Zoom in 2020 has not been opposed to and is therefore automatically approved according to the statutes.

7. Admission or expulsion of official member Associations (FS)

The CB has decided not to propose that the any provisional members would automatically be considered ordinary members, according to IFF Statutes, Article 13 paragraph 3.

The new voting roll will be re-confirmed by the General Assembly.

8. Approval of the CB reports (FS)

The Annual report 2021-2022, a resume from the plan of action decided upon in the virtual Zoom meeting in 2020 for the period 2021-2022 and the activities IFF has had in the period will be presented by the IFF vice president Mr. Filip Suman.

9. Approval of the financial report and the auditor's report 2020-2021 (MB)

1. Calendar year 2020 financial statements by the treasurer Ms. Birdal
2. Auditors report concerning 2020 by the treasurer Ms. Birdal
3. Calendar year 2021 financial statements by the treasurer Ms. Birdal
4. Auditors report concerning 2021 by the treasurer Ms. Birdal

10. Decision on freedom of responsibility for the CB (FS)

The General Assembly is to decide upon this, based on the proposal made by the IFF auditor Mr. Brandstam.

11. Decision on membership fee (FS)

The IFF Central Board proposes to make no change to the membership fees system

A 2/3 majority is needed for a change, and a simple majority for the amounts.

12. Examinations and decisions on proposals and motions of the members (FS)

1. IFF Central Board Recommendation regarding the Motion about the Norwegian Floorball Federation concerning the IFF International weekends, presented by the IFF Secretary General Mr. John Liljelund
2. Motion concerning the modification of the U19 WFC qualifications by the Belgium Floorball Federation, presented by the IFF Secretary general Mr. John Liljelund
3. The IFF Central proposal concerning the Future of Floorball and the start of development discussions inside the Floorball Community by the IFF Secretary General Mr. John Liljelund
4. The IFF Central Board proposal concerning the European Floorball Championships, presented by the IFF Secretary General Mr. John Liljelund
5. The IFF Strategy Working Group status report presented by the Strategy Workgroup Group chair Mr. Stephen King

13. Approval of the IFF CB proposals, budget and working plan for the next two years (FS)

1. Plan of action for the period 2023-2024 (between General Assemblies), presented by the IFF Secretary general Mr. John Liljelund
2. Budget for the calendar year 2023, presented by the IFF treasurer Ms. Monika Birdal
3. Budget for the calendar year 2024, presented by the IFF treasurer Ms. Monika Birdal

14. Elections (FS)

Confirmation of two replacement members to the IFF Ethics Commission, Mr. Bill Howitt from Australia and Mr. David Sharpe from United Kingdom.

15. Appointment of a chartered auditor for two years. (FS)

The CB proposes re-election of Mr. Brandstam.

16. Approval of Regulations within the meaning of article 15 paragraph 2 littera c) (FS)

The IFF Central Board does not propose any Regulations for approval for the General Assembly.

17. Decision on all affairs being reserved for the General Assembly by the statutes or by law (FS)

The IFF Central Board does not propose any such affairs.

18. Appointment to be honorary member (FS)

There is no such proposal.

19. Decision on the meeting place for the next General Assembly (FS)

Preliminary proposed by the CB that the next Ordinary IFF general Assembly will be held on the 14.12.2022 at 09:00, during the WFC 2024 in Malmö, Sweden.

20. Presentations on coming World Floorball Championships (VH)

- Floorball for All, Mr. Benjamin Lüthi
- WFC 2023 Men U19 in Fredrikshavn, Denmark by Mr. Steen Houman, from DF
- WFC 2023 Women in Singapore by SFA
- WFC 2024 Women's U19 in Lahti, Finland by SSBL
- WFC 2024 Men in Malmö, Sweden by SFF

21. Closing of the General Assembly (FS)



ANNUAL REPORT 2021-2022



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1. INTRODUCTION

The two-year period has been dominated foremost by one major topic: the management of the effects of the Covid-19 pandemic and the recovery from it. In 2021 the IFF had to postpone and cancel a number of events and at the same time create procedures to keep up with Covid and travel restrictions, which required an enormous amount of work. It can be seen as a major achievement that the IFF has been able, together with the organisers, to hold both the U19 WFC and the adult WFC's for 2020 and 2021, as one of the few international federations to be able to hold their major events. At the same time we have not been able to host the WFC 2021 qualifications due to the pandemic, which has affected the lower ranked teams, as they have not had a possibility to play the qualifications, as teams were qualified for the WFC based on ranking.

The major events were executed in a good manner, but took quite a lot of extra additional energy and time from the administration to manage all the needed protocols related to the pandemic. Overall it can be concluded that the IFF has managed the financial effects of the pandemic quite well and have through the organisation of the WFC's recovered well from the pandemic, even if there is still some work to be done. It is without doubt that the firm actions taken during the pandemic and the effective decision process introduced when Covid started was the right solution.

The pandemic has slowed down a number of activities, due to the restrictions and the fact that in many countries it has not been possible to even play Floorball at all. In 2022 recovery from this has started, but the development of the member services has not been able to start, as a lot of energy has still been to try to find solutions to find ways of how to play the events, mainly the qualifications, as they have been very difficult to find organisers for them. The IFF Central Board has decided to look over the system and requirements for the organisers, to try to make the organisation easier for the member federations.

The testing of the Future of Floorball new playing format with fewer players and a shorter playing time for the major events has due to the pandemic not been executed in the scale that was originally expected, this has lead to the fact that there are far less experiences of the effect of the proposal than what would have been needed. It has become evident that the expectations of the proposal have very different effects in the different countries, based on the level of the maturity of the competition system in these countries. The pandemic has also shown that maybe the proposal may not be the only solution for all the problems we have with the product of Floorball in the international events. It is clear that the process with looking over the development of our sport has to continue and include all the member federations in the coming years. As decided in the IFF General Assembly 2018 (GA) , the IFF Central Board will bring a proposal for the IFF GA 2022 in Zurich on the continued process.

There has been made a total of Future of Floorball tests in approximately 100 international games with both juniors and adults in friendly international and Women's U19 championships and in the Men's WFCQ 2022. The evaluation of the tests has not been carried out to the needed extent to give us a clear understanding of the effect of the proposed changes. During the discussions with stakeholders it has become evident that the whole Floorball community needs to be part of the process to evaluate what changes are needed in order to develop our product. Therefore the step forward must be to include all member associations in looking at what changes we need to enhance our product. IFF is planning to start a series of workshops to find common understanding of what changes need to be taken. The proposed Future of Floorball changes can be a part of the changes that we are looking for.

The IFF GA 2020 approved the IFF Strategy - Strengthening the Foundations for the period 2021-2032 and the work with the implementation of the Strategy has been done during this period. IFF invited the member federations and individuals to participate in the Strategy Implementation work through the four Strategy subgroups which together with the Strategy Working Group (SWG) evaluated the suggested action and divided them into three periods when they shall be solved. For the period 2021-2024 responsibility of the suggested actions have each been given to a person within the IFF organisation

and a deadline for this execution has been set. The process for the implementation of the Strategy is well on track and the concrete work with the suggested actions has started in the later part of 2022.

It is still too early to say what the overall effect of the Covid-19 pandemic will be, it is clear that Floorball has lost a number of players over the globe, but it seems that the recovery process has started. IFF has started to look over the way we could organise all of the IFF Events in the future to ensure that all member federations will have the possibility to participate in the events like U19 and Adult WFC qualification, the EuroFloorball Cup and EuroFloorball Challenge.

The financial position of the IFF has slowly been strengthened after the WFC's were played in the later part of 2021. IFF is still dealing with the negative impact of the IFF's bail-out of the U19 WFC 2019 organiser (Canada) only a week prior to the tournament, which was a necessary measure to secure the event going ahead. The Canadian federation is following the payment plan made, but the company that actually organised the event has not due to the pandemic been able to start said payments to the IFF.

The pandemic and the effect it has had on the IFF has clearly shown that the IFF needs to be much more active in the communication and interaction with the national associations. The IFF has started to plan again to hold meetings with the member federations in the Core Country group and separate meetings with the AOFC countries.

The IFF successfully executed the World Games in Birmingham, USA in July 2022, as the tournament was played with eight male teams, but due to some issues with the Birmingham Organising Committee, it required far more effort from the IFF to make the event happen than compared with the World Games in Wroclaw, Poland in 2017. The Event was postponed from 2021 to 2022.

The fact that the Men's World Floorball Championships will be played in November, due to the FIFA World Cup in Qatar in December 2022, has caused a major time issue, as it is played a month earlier than normal, especially as the U19 WFC 2022 was only played in the beginning of September.

2. COVID-19

At the end of 2020 we started to believe that Covid-19 was on the way out and that we would be able to return to a normal competition schedule in 2021. Unfortunately, this was not the case. The year began with the cancellation of the Champions Cup in January and it continued from there. Cancelled events included the Men's U19 WFC 2021 qualifications (which had already been postponed from 2020) and the Women's WFC 2021 qualifications which were originally postponed from February to May, but in the end were still unable to be played. Just two international events, one in May and one in June, were played in 'bubble' environments with just two teams competing in each event.

Only from July onwards did events start to slowly return'. An IFF World Championship was finally played in August in Czech Republic with the U19 Men's event. Under strict covid regulations we managed to play a full WFC with 15 teams. Of the original 16 qualified teams, all those from outside of Europe were not able to participate due to continued travel restrictions and 5 teams were entered as replacements, giving a full European participation list. For most, this was the first experience of a large-scale event under covid conditions and, although it was not without its challenges, with the great work of the Czech Floorball organisers we were able to finally stage a major event - our first in 20 months.

Within the space of 3 months the IFF then successfully staged three more World Championships - the Women's U19 WFC in Sweden (postponed from May 2020), the Women's WFC 2021 also in Sweden, and the Men's WFC 2020 in Helsinki (postponed from 2020). This was an incredible feat.

All three events were held with strict Covid regulations including the requirement of Covid passports,

regular testing and strict isolation conditions. These regulations affected not only all the event participants, but in many cases also the event spectators, with limited spectator numbers allowed or access only for those with vaccination certificates. With the added stress and work involved with holding an event during the Covid pandemic, the combined efforts of the Swedish and Finnish organisers ensured that all three events were even more successful than we could have imagined at the start of the year.



2022 has been a better year, but still began with another cancelled Champions Cup, after the arrival of the Omicron covid variant in late 2021. Many events, originally scheduled for early in the year, like the Men's WFC Qualifications, were postponed until May which, with the lessening of the Covid-19 threat, allowed all events to be played.

Since April 2022, nearly all planned international events have been played with varying degrees of Covid-19 regulations, including the postponed The World Games in Birmingham, USA. With the close of 2022 drawing near, we are now without nearly any restrictions and all special Covid-19

competition specific regulations have been removed by the IFF, including the return to the normal practice of teams changing benches at each period. The effects of Covid are sure to still be felt in the Floorball world. Many associations have reduced participation levels and the financial impact of Covid is still being recovered from, however, it really does seem that we are now on track to return to our full regular competition schedule in 2023.

Despite the Covid the IFF was able to react to the changes and demands of the Covid-19 and we were able to run many events during those demanding times and also able to increase the number of members. There were only few tournaments the IFF was not able to run, mainly club tournaments, such as EFChallenge. The IFF also managed the debt situation well despite the Covid-19.

3. MEMBER ASSOCIATIONS

The IFF today consists of 77 Member Associations of which 45 are ordinary members and 32 provisional members. During the previous period, the number of Member Associations has continued to grow with three new members from 74 to 77 despite the Covid-19. Two of the members are at the present time suspended based on the decision of the IFF CB due to the war in Ukraine, Belarus and Russia. There are still many countries in the process to apply for membership within the IFF.

The ordinary Members Associations are: Australia, Austria, Belarus, Belgium, Brazil, Canada, China, Cote d'Ivoire, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Great Britain, Hungary, Iceland, India, Indonesia, Iran, Israel, Italy, Jamaica, Japan, Korea, Latvia, Liechtenstein, Malaysia, the Netherlands, New Zealand, Norway, Pakistan, the Philippines, Poland, Russia, Serbia, Singapore, Slovakia, Slovenia, Spain, Sweden, Switzerland, Thailand, Ukraine and USA. The number of ordinary members has increased from 44 to 45. The provisional Member Associations are: Argentina, Armenia, Burkina Faso, Cameroon, Central African Republic, Chinese Macau, Colombia, Croatia, Haiti, Hong Kong, Ireland, Kazakhstan, Kiribati, Kenya, Kuwait, Lithuania, Malta, Moldova, Mongolia,

Mozambique, Nigeria, Portugal, Romania, Rwanda, Sierra Leone, Somalia, South Africa, Togo, Turkey, Uganda and Venezuela. According to the Statutes of IFF, for provisional members, membership shall only initially be granted for a period of four years, after which the membership status of the country in question shall be subject for revision by the IFF CB, based on the activity of the member Association.

The IFF has continued the work to spread the sport of Floorball, but a lot of focus has been given also to the service of the members. There has been a growth in regional cooperation, in Asia within the AOFC and in Europe with the group called Six Nations (Denmark, Germany, Latvia, Norway, Poland and Slovakia), which are now co-operating in a number of fields like education and event organisation. Rather than aiming to just increase the number of member countries, there has been significant work of 'closing the gap' between the current Member Associations to bring the countries closer together, not just on field of play but also in organisation. The past two years have however been challenging because only from spring 2022 the member associations have been able to organise more live events and co-operation meetings.

Helping the Member Associations to develop their own operations, while at the same time needing to develop the universality of the sport, especially outside Europe, is a challenge. The IFF has worked on this issue and has maintained contact with around 10-15 countries in Africa, the Americas, and Asia and Oceania.

3.1. Asia and Oceania Floorball Confederation (AOFC)

The Asia and Oceania Floorball Confederation (AOFC) was founded by the Asia and Oceania Member Associations of the IFF in 2005. It currently has its regional headquarters in Bangkok, Thailand and has its own website: <https://www.asiaoceaniafloorballconfederation.org/>. The AOFC consists today of 17 IFF members: Australia, China, Chinese Macau, Hong Kong, India, Indonesia, Iran, Japan, Kazakhstan, Korea, Malaysia, Mongolia, New Zealand, Pakistan, Philippines, Singapore, and Thailand.

Due to Covid-19 the AOFC General Assembly, which was to be held in July 2020 was postponed until 29th of November 2020. The meeting was held online and elections were also held. The AOFC General Assembly elected the following administration.

Executive Committee:

President	Dato Seri Khun Chaiyapak Siriwat, Thailand
Senior Vice President	Mr. Stephen King, Australia
Vice President	Mr. Atul Gupta, India
Vice President	Adm. Graivut Vattanatham, Thailand
Vice President	Mr. Ching Sy Jeng, Singapore
Secretary General	Mr. Kenneth Ho, Singapore
Dep. Secretary General	Ms. Penthai Siriwat, Thailand
West Asia Envoy	Mr. Ramezanali Davalo, Iran
Treasurer	Mr. Kim Se Woong, Korea

Central Board Members:

Member	Mr. Kyle Lister, Australia
Member	Mr. Harinder Kumar, India

Member	Mr. Muchlas Susendo, M.Pd Indonesia
Member	Mr. Soichi Kato, Japan
Member	Mr. Hwang Joo Kim, Korea
Member	Mr. Risal Rahman, Malaysia
Member	Mr. Christian Bertschinger, New Zealand
Member	Mr. Asim Kiyani, Pakistan
Member	Mr. Ralph Ramos, Philippines
Member	Ms. Binbin Lin, Singapore
Member	Mr. Liu Dong Wei, China
Member	Ms. Pakkamol Siriwat, Thailand
Member	Mr. Ivan Chan, Hong Kong

Due to Covid-19 most of the planned events were cancelled in 2021 and some AOFC nations were not able to participate to IFF events in the end of 2021.

The Men's WFC AOFC Qualifications were played from the 31st of May to 4th of June 2022 in Singapore with eight teams participating in the event. The men's U19 WFC qualifications in AOFC were played from the 29th of September to 1st of October in Wellington New Zealand with three teams.

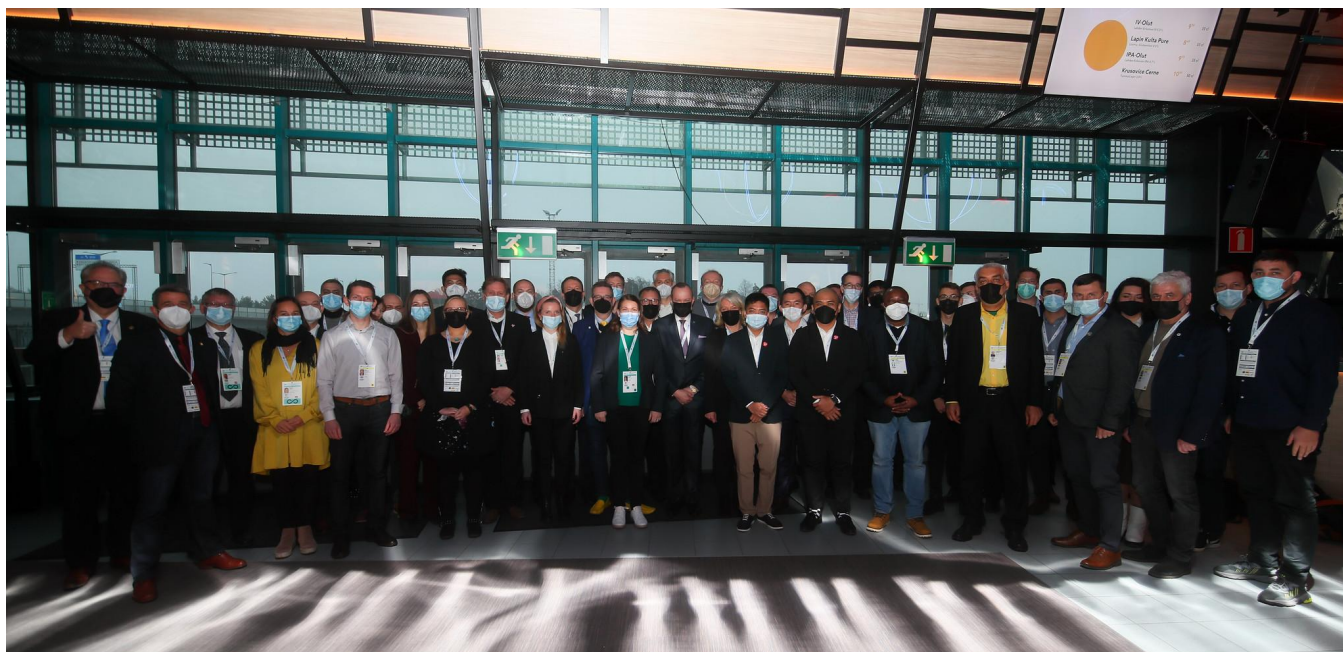
3.2. General Assembly 2020

The 16th IFF General Assembly (GA) was held as a virtual meeting in Zoom on the 11th of December 2020, with a total of 51 Member Associations registered. 39 of the 44 ordinary members were registered to the meeting and 12 provisional members. Statutory topics related to the approval of the IFF Annual Report 2019-2020, IFF Financial reports and Auditors reports for 2019 – 2020, Plan of Action 2021-22, and Budget for 2021-2022 were all handled.

The General Assembly elected a new Central Board for the IFF as well as the Appeal Committee, Disciplinary Committee, and the Ethics Commission. The persons elected will be presented in their own sections of the Central Board and the committees.

3.3. Extraordinary General Assembly 2021

The IFF Extraordinary General Assembly was held on the 11th of December 2021 in conjunction with the Men's WFC 2020 in Helsinki Finland as a hybrid meeting. The GA decided to continue with the Future of Floorball format testing in the IFF events in 2022. The GA also decided to take the decision for the proposed European Championships in the 2022 GA. The GA also voted for qualification to TWG 2022, and the decision was that the best AOFC team from the WFC 2020 would qualify to TWG 2022.



3.4. Associations' Meeting 2021

The IFF Associations' Meeting (AM) took place during the Men's WFC 2020 in Helsinki, Finland on 10th - 11th December 2021, with representatives from 22 IFF Member Associations present. The global Covid restrictions caused a lot of cancellations and therefore the IFF CB decided to run the Associations Meeting as a hybrid meeting. The first AM took place in St. Gallen, Switzerland during the women's WFC 2011, replacing the IFF President's and Secretary General's meeting. It is a two-day planning and development meeting, where the IFF Member Associations can discuss topics with each other, the IFF CB members, and IFF Administration representatives. In 2021, the meeting concentrated on the IFF Strategy for 2021-2032 and the participants were evaluating the outcome of the Strategy Task Force, which eventually brought more information for the STF to continue the work, which the working groups had already started.

One important topic was the influence of Covid and how to continue after the pandemic. The outcome was that there will definitely be challenges in all IFF member associations, but still the time after pandemic was considered to be positive and the IFF member associations were in the opinion that things will start to move back to new normal.

3.5. License System for Member Associations

The License system was created to help guide the Member Associations in the development of their own organisations, rather than only focusing on participation in international events. The most important reason was that IFF's responsibility is to secure the level and the quality of the sport and to treat all members equally. The approved License System 2.0 will take full effect in 2023 regarding the financial parts

The Associations Meeting in 2019 found this to be a good building block for the future, but due to the Covid it was challenging to concentrate on this topic since most of the IFF member associations needed to concentrate on how to survive through the pandemic. The development of the License System is ongoing.

4. CENTRAL BOARD

The IFF Central Board (CB) was elected for four years, in accordance with the new IFF Statutes, by the IFF virtual General Assembly held in Zoom, on the 11th of December 2020. The number in brackets is the number of CB meetings the member has participated in.

Mr. Tomas Eriksson, Sweden, President(16)
Mr. Filip Suman, Czech Republic, Vice President,(16)
Ms. Monica Birdal , Norway, Treasurer(15)
Mr. Jörg Beer, Switzerland, Member(15)
Mr. Tamuz Hidir, Ukraine, Member(16)
Mr. Steen Houman, Denmark, Member(15)
Mr. Calle Karlsson, USA, Member(11)
Mr. Stephen King, Australia, Member (AOFC Senior Vice President)(14)
Mr. Martin Klabere , Sweden, Member(16)
Mr. Carlos Lopez, Spain, Member(16)
Ms. Agata Plechan(Athlete's Commission chair, ex officio)(13)
Ms. Pakkamol Siriwat, Thailand, Member(14)
Ms. Kaarina Vuori, Finland, Member(16)

Between the General Assemblies there have been 16 IFF CB meetings, held as follows:

Virtual	12.12.2020
Virtual	20.02.2021
Virtual	14.04.2021
Virtual	07.05.2021
Virtual	09.06.2021
Virtual	05.09.2021
Per Capsulam	26.09.2021
Helsinki/Hybrid	14.11.2021
Helsinki/Hybrid	09.12.2021
Per Capsulam	16.01.2022
Per Capsulam	28.02.2022
Zurich	27.03.2022
Madrid	05.06.2022
Krakow	04.09.2022
Copenhagen	09.10.2022
Zurich	11.12.2022(scheduled)

The IFF CB has continued with the system to divide its work by running specific workshop sessions during the first day of the two-day meetings to discuss, analyse and prepare more strategic questions, before the actual meeting itself on the second day. This has proven to be very efficient and has developed the work of the board and been efficient in getting a broader picture of the relevant situation. Further it has given the board members the possibility to dig deeper into a number of topics. Due to Covid-19 the board was forced to change some of the meetings in 2021 to virtual meetings, conducted via Teams. In 2022 the meetings have been held as face-to-face meetings, with some members participating over teams.

The most important decisions from the IFF CB meetings are published directly after the meetings are held via the IFF Newsletter. The minutes from the meetings along with the associated documents are also published on the IFF website after acceptance by the IFF CB.

4.1. Main Fields of focus

The IFF CB has, in accordance with the Plan of Action 2021-2022 that was approved in the General Assembly 2020, worked with the implementation of the IFF Licence System 2.0 and to support the Member Association to develop their operations. The process has not worked as smoothly as expected and the preliminary results of the Erasmus project Fit4Future run by the Czech Floorball clearly shows that there is a need to look over the tier system. The IFF Licence System will be fully in force for the invitations for the coming IFF Events, where countries with debts to the IFF are not allowed to register for the IFF Events, if there is not a payment plan in place that is being followed. The pandemic has partly prolonged the process to put this in place.

The work with the streamlining of the IFF regulations and guidelines has continued and the learnings from the different events have been included into the regulations. IFF has introduced the rule of a Sporting nationally in the Competition regulations, in order to secure the possibility to represent a national team. The system was adopted from other sports.

4.2. Appointments

The following persons have been appointed by the IFF CB:

Mr. Jürg Kihm, Communications Manager, June 2021 (new employment appointment as replacement for Ms. Bruun.)

Mr. James Varecka, Operations Coordinator, September 2022 (new employee appointment)

4.3. New Committees

The Development Committee is starting its work in the beginning of 2023. The preparations and the selection of the members is still ongoing. The IFF CB appointed the CB Member Mr. Steen Houman as the chair of the committee. The Development Committee members are:

- Mr. Steen Houman, chair (DEN)
- Ms. Zuzana Svoboda, (CZE)
- Ms. Mervi Kilpikoski (FIN)
- Mr. Jarno Ihme, ATC member (FIN)
- Mr. Ching Sy Jeng, AOFC representative (CHN)
- Mr. Ralph Ramos, AOFC representative (PHI)

- Mr. Anders Buvarp (USA) (until September 2022)
Mr. Daniel Williamsson (USA), (from October 2022)
- Ms. Linda Lice (LAT)

4.4. IOC Road Map

The process and the system for inclusion of Additional Events for the Olympic Games in Paris 2024 and Los Angeles 2028 has been changed from the system for Tokyo 2020, where all IOC Recognised IF's were able to apply for inclusion. Now the IOC is steering the process, so that the Olympic Games Organising Committees (OGOC) are making a proposal of what seems to be 2-4 Additional Events. This severely diminishes the possibilities for Floorball to participate in the Olympic Games in the future and changes the direction of our activities to focus more on building our sport presentation and the operations.

IFF has continued to work for the inclusion in the Sport Initiation Program/SportLabs at the Youth Olympic Games or the GAISF Urban Games with the Urban/Street Floorball versions. As part of this IFF has continued the process to update our operations and policies to fulfil the IOC requirements.

The IFF has been in close contact with the IOC Sports Department, following-up on the development work already done in relation to the requirements set for International Federations to seek participation in the Olympic Games and International and Regional Multi-Sport Games. The growth of the sport in Asia has resulted in the inclusion of Floorball in the Asian Indoor and Martial Arts Games in 2023 in Thailand, this is due to the excellent performance of the Asian federations.

4.5. Lobby work

The IFF CB has stressed the need to raise the awareness of the importance of lobbying the decision makers of the NOC and the International Sport Federations on a national and international level within the Floorball community. IFF representatives have been welcomed by many organisations, and meetings have been held with the most senior sports hierarchy and organisations during the period, show that we have reached a higher stage of acceptance in the international sports family.

Through the IFF and Member Association representatives a lot of lobby work has seen good results in the form of inclusion in International Multi-Sport Events and positions in the sport organisations. The IFF representatives are invited to cooperate within the international sport community and are involved in discussions with the International Sport Federations, SportAccord, IOC, IWGA and WADA.

The IFF Secretary General, Mr John Liljelund, has been re-elected as a member of the council for the Association of IOC Recognised International Sport Federations (ARISF) for the period 2021-2024.

4.6. IFF Executive Committee (ExCo)

The composition of the ExCo has been:

Mr. Tomas Eriksson, President & Chair
Mr. Filip Suman, Vice President
Mr. Stephen King, AOFC Senior Vice President
Ms. Monica Birdal, Treasurer
Mr. John Liljelund, Secretary General

The ExCo has worked mostly with international affairs and the cooperation with other sports authorities, also handling urgent daily business, especially related to the Covid-19 pandemic and its effects on the IFF Administration and the IFF Events. The work of the ExCo has mainly been handled by the

5. CONTACTS TO INTERNATIONAL SPORTS FEDERATIONS

5.1. International Olympic Committee (IOC)

The IFF has held several meetings with the IOC Sports Department discussing the development of the sport and the way for IFF to move forward. The level of the cooperation has moved far more towards an operational level on how to develop the sport.

IFF applied for, and was granted, the revised IOC support for development projects and anti-doping education on a yearly basis as an ARISF member. IFF has provided all needed information to the IOC in several questionnaires regarding Women and Sport, Sport for All, and matters related to Integrity in Sport and Sustainability. For the year 2021 the IOC has made it possible for the IF's to use the development support also for the running of the daily operations.

5.2. Global Association of International Sports Federations (GAISF) / SportAccord

The Summer and Winter Olympic sports have started a process to dissolve GAISF, as they feel that the activities of GAISF are a duplication to the activities of the Association of Summer Olympic International Federations (ASOIF) and the Association of the Winter International Olympic Federations (AWIOF). The process for the dissolution is ongoing but has been delayed quite a lot, as the workshops for the GAISF members which were supposed to be held in May have still not been held and the Extraordinary GAISF General Assembly is to be held at the end of November. IFF has within ARISF participated in the discussion to secure the interests of the IOC recognised federations.

There has not been any SportAccord organised in either 2021 and 2022 due to the pandemic and the travel restrictions and the Russian invasion of Ukraine, as the SportAccord was supposed to be held in Yekaterinburg in Russia. IFF has participated in the virtual IF Forum in 2021. The plan is that the GAISF International Federation Forum is to be held in Lausanne at the end of November.

IFF has actively used the services of SportAccord provided to its members and, with their assistance has continued to work with two IFF YouTube channels via SportsHub, which is a web portal for live images of a number of sports. The channels are used for live streaming IFF Events as well as building a library of floorball videos accessible by all. IFF has continued the monetisation of the YouTube channels, however, the revenue from this is minimal.

Due to the pandemic the GAISF multi-sport events have not been organised since 2019, when the first Urban Games were held in Budapest, Hungary in 2019. Floorball was not included on the program, but discussions are ongoing in regards to possible participation in the coming events.

Additionally, IFF has participated in the Policy Advisory Board for the .sport domain, which GAISF is seeking on behalf of the international sports community.

5.3. Association of IOC Recognised International Sport Federations (ARISF)

IFF has taken part in the activities of the ARISF and participated in the ARISF General Assembly, held virtually in 2021. The ARISF AGM 2022 has not yet been held due to the unclarity of the future of GAISF and is planned to be held in connection to the Extraordinary AGM of GAISF in November. The ARISF Development support has, since 2018, been included in the IOC development support.

In his position on the ARISF Council, the IFF Secretary General has been given the task of finding ways of how ARISF could better serve the interests of its members in the future. One of these projects is the cooperation with the IOC Sports Department, running the Case Study on Marketing which was never held due to the cancellation of the Sport CONventions 2021 and 2022. IFF has been active in promoting the representation of ARISF within for example WADA.

5.4. International University Sports Federation (FISU)

FISU changed the format of its events for floorball from a national team to a tournament for university teams in their new University World Games (UWG). In 2022 the UWG Floorball was planned to be held in Liberec, Czech Republic, but due to lack of interest to participate the event was cancelled. IFF did a lot of promotion for the event, but the new system has not yet been broadly acknowledged in the universities. As a result of this IFF and FISU started discussing a change of format where the event would be played with 3vs3 with goalkeepers from 2024 forward. IFF is to present a format to FISU still during 2022.

Mr. Carlos Lopez has been elected as the Floorball FISU Technical Delegate after that Mr. Taneli Tiilikainen informed FISU in 2020 that he is not continuing.

5.5. International Masters Games Association (IMGA)

Finland was awarded the 2023 European Masters Games (EMG) to be held in Tampere from 26th June – 9th July, with Floorball on the program. The Floorball tournament will be organised by the Tampere Floorball clubs Classic and KooVee, in cooperation with the EMG and the IFF. This event is open to athletes from all around the world, not just Europe, and the event aims to promote physical activity and diverse initiatives that enhance the values of sport. The focus was to socialise athletes through sport competitions, cultural activities and entertainment.

5.6. International World Games Association (IWGA)

IFF has taken part in the activities of the IWGA and was involved in the IWGA Strategy and Statutes change process in advance of the IWGA AGM 2021. Further, IFF has participated in the IWGA General Assemblies in 2021 and 2022.

The IFF Secretary General is a member of the IWGA Marketing Committee which has been working on the renewal of the IWGA marketing product offering and sponsorship strategy. In addition, IFF has participated in the IWGA Media Workshop organised in cooperation with the Olympic Channel as a virtual event in 2021. In Madrid 2019, discussions were on the use of social media and the media rules for The World Games 2022 in Birmingham, USA.

5.7. World Anti-Doping Agency (WADA)

The IFF has, during the period, prepared for the implementation of the new World Anti-Doping Code that came into force on January 1st 2021.

IFF has actively taken part in the WADA's Anti-Doping work and commented upon the proposals for the new WADA Code and International Standards. The IFF has also participated in the IF's WADA symposium organised in Lausanne 2021.

IFF nominated Ms. Agata Plechan, the IFF Athlete Commission chair as a candidate for the new WADA Athlete Council Elections in 2022. IFF activated the ARISF federation in the election process, which

was conducted by the WADA acknowledged IF Athlete commissions. There were a total of 34 candidates and in Group 2 there were eight candidates elected. Ms. Plechan received 3,9 percent of the total votes, but was unfortunately not elected, but became 11th out of 34 candidates. IFF continued to propose Ms. Plechan for the Group 3 elections of the WADA Athlete Council.

5.8. International School Sports Federation (ISF)

There have been no ISF Floorball Championships played during the period and no contact with the IFF.

6. COMMITTEES

6.1. Rules & Competition Committee (RACC)

The composition of the Rules & Competition Committee (RACC) has been:

Mr. Martin Klabere, Sweden, Chair
Mr. Jan Jirovsky, Czech Republic, Vice-Chair
Mr. Teo Turay, Slovakia, Member
Ms. Meelike Terasmaa, Estonia, Member
Mr. Kenneth Ho, Singapore, Member
Mr. Ari Vehniäinen, Finland, Member
Mr. Beat Wullschleger, Switzerland, Member
Mr. Marek Chomnicki, Poland, Member
Ms. Zane Klabere, Latvia, Member
Ms. Victoria Wikström, Sweden, Member
Mr. Tomas Sladky, Czech Republic, Athletes' Commission Representative
Ms. Lara Heini, Switzerland, Athletes' Commission Representative (from June 2021)
Ms. Agata Plechan, Poland, Athletes' Commission Representative (until June 2021)

RACC Jury persons: Mr. Andris Dzenis (Latvia), Mr. Ramezanali Davalo (Iran), Mr. Louis Nonguierma (Burkina Faso), Mr. Lubomir Klosek (Slovakia), Mr. Jens Orhoj (Denmark) Mr. Marcel Wadja (Côte d'Ivoire) and Ms. Helén Wiklund Wårell (Sweden).

Office responsibility: Mr. Stefan Kratz, Ms. Sarah Mitchell and Ms. Monika Kraus

During the period the RACC has had 11 meetings, all held digitally.

The main tasks during the period have been to work with the development of the IFF competitions, including the Future of Floorball testing, finalising the work on the Game Rules Edition 2022 and update regulations. Other tasks for the RACC have been to follow up on International Transfers, Competition Regulations, Regulations for Friendly Internationals, preparation work for coming IFF events including technical inspections, update and follow up of guidelines for using video for goal review.

Updates to regulation documents have been made by the RACC as follows:

2021

Competition Regulations – National Teams

Competition Regulations – Friendly International Matches

2022

Competition Regulations – National Teams
Competition Regulations – Friendly International Matches

The RACC has carried out the testing of a Future of Floorball concept in the U19 WFC 2020, WFCQ 2022 and the World Games 2022. Due to Covid-19 the planned tests for WFCQ 2021 was moved to WFCQ 2022. Further the Future of Floorball concept has been tested in the 6-Nations Floorball Challenge for Men 2022. The Future of Floorball Concept will be decided upon by the General Assembly 2022.

During the period the RACC acted as the Jury in the following IFF Competitions:

- Men's WFC 2020, December 2021 in Finland
- Women's WFC 2021, November/December in Sweden
- Men's WFC 2022 Qualifications, April-June 2022 in Singapore, USA, Latvia (2 qualifications), & Italy
- Women's U19 WFC 2020, September 2021 in Sweden
- Men's U19 WFC, August 2021 in Czech Republic
- Women's U19 WFC, August/September 2022 in Poland
- Men's U19 WFC 2023 Americas Qualifications, September 2022 in USA
- Men's U19 WFC 2023 AOFC Qualifications, September/October 2022 in New Zealand
- Men's WFC, November 2022 in Switzerland

6.1.1 Game Rules

IFF is changing the Game Rules in a four-year cycle, where the new edition of the Game Rules came into force fully from the 1st of July 2022 but in use already in the WFCQ 2022. The IFF Rules Reference Group, headed by Mr. Martin Klabere started its work in November 2019 and the IFF CB approved the final version in September 2021.

The composition of the Reference Group has been:

Mr. Martin Klabere, Chair
Mr. Tomas Sladky, Athletes' Commission Member
Mr. Sascha Rhyner, national team coach Czech women
Mr. John Liljelund, IFF Secretary general
Mr. Veli Halonen, IFF Operations manager
Mr. Stefan Kratz, IFF Competition manager

The IFF Rule Reference Group had its first meeting in March 2020 and the last meeting in April 2021.

The Rule group started the work of writing the texts for the rules to be tested in July/August 2020 and the work with texts for all new rules ended September 2021.

The composition of the Rule Group has been:

Mr. Martin Klabere, Chair
Mr. Niklaus Güpfer, Rules expert
Mr. Mattias Linell, Rules expert
Mr. Stefan Kratz, IFF Competition manager

For the Rules of the Game Edition 2022 the milestones were as follows:

- *November 2019*: Request was sent to all Member Associations and all persons in the IFF bodies urging them to send in proposals, with a priority list and in a special template
- *February 2020*: Deadline for sending in proposals
- *March 2020*: Reference group meeting. Preparing a list of rules for testing and asking for test Associations. Asking for feedback from IFF RC, RACC and Athletes Commission on the Changes in the book
- *April 15th, 2020*: Deadline to apply as test Association
- *April/May 2020*: CB decision of test Associations
- *June 2020*: Reference group prepared a final proposal and again asked for feedback
- *August 2020*: Deadline for feedback, Reference group handed in the proposal to the RACC.
- *September 2020*: The rule group started the work with formalising the text for the rule book
- *February 15th, 2021*: Collection of experiences from the tested rules
- *February 2021*: Reference group evaluated the tests
- *March 2021*: Feedback was asked from the IFF RC, RACC, IFF Office and the IFF Athletes Commission on the final book
- *May 2021*: Deadline for feedback from IFF RC, RACC, IFF Office and Athletes Commission
- *September 2021*: IFF CB made a final decision and new IFF Rules of the Game was sent to all member Associations
- *February 2022*: The game rules with the new layout was sent to the member Associations
- *February 2022*: The new edition became valid for the WFC qualifications and friendly internationals
- *May 2022*: An updated version, correcting two mistakes, was sent to the member Associations
- *July 1st, 2022*: The new edition of the IFF Rules of the Game became fully valid

Some of the news in the Rules of the Game Edition 2022 is that a glossary has been included and that it is made in a completely new format to make it more accessible.

The Rule group has, in addition to work with the game rules, also participated in the Physical Play project and the update of the Play Book together with the Referee Committee.

The new Rules of the Game 2022 were also updated as gender neutral.

6.2. Referee Committee (RC)

The composition of the Referee Committee (RC) has been:

Mr. Carlos Lopez, Spain, Chair
Mr. Lukas Gyger, Switzerland, Vice-chair
Mr. Peter Harris, Australia, Member
Mr. Ola Hamberg, Sweden, Member
Mr. Petr Cerny, Czech Republic, Member
Mr. Mika Saastamoinen, Finland, Member
Mr. Peter Zamecnik, Slovakia, Member
IFF Responsibility: Mr. Veli Halonen



The RC has been involved in appointing referees to all IFF events and Friendly Internationals, and to observe and educate the international referees during these events. The IFF RC has been the only IFF committee without female members and that can't be the case in the future. The RC however was able to nominate the first female head of the referees for an IFF major event for the Women's WFC 2021 and that was a success and the similar work will continue.

The IFF CB decided in December 2019 that the RACC and RC should start the work together to unify the rule interpretations and the first meeting related to this topic has

been held. Due to Covid-19 the physical meetings were not held but work and the outcome of the working group was presented in spring 2022 and the new interpretations have now been taken in use in all IFF events from February 2022 on together with the new rules of the game edition 2022.

The RC started a referee development group in the beginning of 2011 and from that group the RC has been able to promote more than 30 new referee pairs to the IFF ordinary referee group. The development group is a cost-efficient way to educate the referees from new IFF Member Associations, whereby the IFF provides the observations and education and the National Associations have covered other costs. Development group referees come from Australia, Belgium, Estonia, Germany, France, Hungary, India, Indonesia, Malaysia, New Zealand, Philippines, Poland, and Slovakia.

The AOFC Referee Development Group was established in February 2016 and since then there have been separate referee educations in conjunction with AOFC events. Due to the pandemic most of the planned educations and clinics were postponed to 2023. However, in conjunction with the AOFC Cup in 2022 and the AOFC qualifications, observations and education were carried out. Webinars were carried out regarding the new rules of the game and the physical play interpretations.

The new nomination period will start from the 1st of January 2023 and the RC has received 144 proposals for international referees and 35 as international observers as of the 30th of September 2022. Out of 144 referees, 36 have been proposed to the IFF referee development group. The number of female referees is growing very slowly, but the IFF Member Associations are working to implement programs to help increase these numbers. According to the IFF License system 2.0 all the member associations participating in IFF events should at least propose one referee pair to international level.

The IFF RC is running web-based rule test to all nominated IFF referees. The tests are also run before the events the referees are nominated to.

There have been 108 international referees for 2021 - 2022 coming from the following countries (numbers in brackets indicate the number of pairs from that country): Austria (1), Czech Republic (8), Denmark (1), Finland (7), Indonesia (1), Japan (1), Korea (1), Latvia (3), Norway (1), Poland (3), Singapore (2), Slovenia (1), Slovakia (3), Spain (1), Sweden (7), Switzerland (8), Ukraine (2), and USA (1). Only 4 referee pairs were female.

During 2019 and 2020 there have been 25 international observers, of which three are female, from the following countries: Australia (1), Czech Republic (4), Denmark (1), Finland (7), New Zealand(1),

Norway (2), Poland (1), Slovakia (1), Sweden (4), and Switzerland (3).

6.3. Medical Committee (MC)

The composition of the Medical Committee (MC) has been:

Dr. Walter Frey, Switzerland, Chair
Dr. Tiina Nylander, Finland, Vice chair
Dr. Lars-Erik Bartels, Denmark, member
Dr. Patricia Wallace, Australia, member
Dr. Jonathan J. Koo, Canada, member

Office responsibility: Mr. Juerg Kihm

The MC acts as the IFF TUE committee, being responsible for granting Therapeutic Use Exemptions to Floorball players that are required to take prohibited medication. In addition, the MC functions as an expert group when renewing the IFF Anti-Doping rules and other practices regarding the Anti-Doping work, i.e. the Testing Pools and Test Distribution Plan (TDP). The MC is also involved in other fields which concern the promotion of athletes' health, the communication with and feedback given to WADA, and the preparation of Anti-doping materials, such as the Anti-doping Guidelines for IFF Events.

6.4. Ethics Commission (ETC)

The Ethics Commission (ETC), as elected at the IFF GA 2020, has the following members:

Mr. Harri Syväsalmi (new), Chair
Ms. Wendy Kuan, Singapore (new), Member (removed in 2022)
Ms. Carol Roberts, Canada (re-election), Member
Ms. Sylvia Shenk, Germany (re-election), Member

Mr. Bill Howitt, Australia (co-opted from May 2022), Member
Mr. David Sharpe, Ireland (co-opted from May 2022), Member

Office responsibility: John Liljelund, Secretary General

The ETC has handled two complaints during the period, one concerning an alleged nazi salute, which was actually not a nazi salute and led to no actions. The second was a complaint against the ETC member Ms. Wendy Kuan from Singapore concerning vote manipulation in the election process. The ETC handled this case without any IFF involvement, as it was concerning an IFF official. The ETC found that Ms. Kuan as an IFF ETC member did not act in accordance with the IFF Code of Ethics, even though there had not been any breaches of the Sport Singapore regulations, based on the statements of SFA investigations. The ETC handed the case to the IFF Disciplinary committee to decide upon based on their findings, who then decided to discharge Ms. Kuan as a member of the IFF ETC in May 2022.

The ETC held its yearly meeting in 2021 as a virtual one, in connection with the Men's WFC, and discussed the present situation of the ETC. During the spring of 2022 the ETC discussed the need to find replacements in the ETC, as Ms. Kuan had been suspended from the work of the ETC and that the chair Mr. Syväsalmi has been severely ill for a period of time. The conclusion was that IFF needed to find replacements for the ETC. The IFF CB approved Mr. Bill Howit and Mr. David Sharpe as co-opted

members of the IFF ETC for the Period 2022-2024, with the appointment needs to be confirmed by the IFF General Assembly 2022.

The IFF has made an agreement with Sportradar for the monitoring of betting sites offering bets during the IFF Major Events, starting with the Men's WFC 2022.

6.5. Appeal Committee (AC)

The composition of the Appeal Committee (AC) has been elected for the period of 2021-2024:

Ms. Märit Bergendahl, Sweden (new), Chair
Mr. Tom Hedkrok, Finland (re-election), Member
Mr. Kim-Alexander Hofgaard Jorstad, Norway (re-election), Member
Mr. Giorgio Rambaldi, Italy (re-election), Member

Ms. Aiga Staltmane-Veksa, Latvia, (re-election), Substitute member
Mr. Adriano Serafim, Brazil (new), Substitute member
Mr. Charly Olivier Lobe Priso, Cameroon (new), Substitute member

Office responsibility: John Liljelund, Secretary General

The Appeal Committee has not had any cases to deal with during the period.

6.6. Disciplinary Committee (DC)

The composition of the Disciplinary Committee (DC) has been elected for the period of 2021-2024:

Mr. Ismo Haaponiemi, Finland, (re-election), Chairman
Ms. Linda Noppa, Sweden, (re-election) Member
Mr. Tomas Brezina, Czech Republic, (re-election) Member
Mr. Peter Vrba, Slovakia (new), Member

Ms. Ilmars Blumbergs, Latvia (new), Substitute member
Mr. Marcel Wadja, Cote d'Ivoire (re-election), Substitute member
Mr. Florian Saluz, Switzerland (new) Substitute member
Mr. Yvette Manong Moug, Cameroon (new) Substitute member

Office responsibility: John Liljelund

The DC has handled three cases during the two year period. The first case was related to a breach of the Covid regulations of a team official during the Women's WFC 2021. The DC decided to sanction the team official with a suspension from all Floorball activities for a period of three months. The second case was regarding the breach of the IFF Code of Ethics of an official of a national association official, who was suspended as a member of the IFF Ethics Commission.

The third case concerned the breaches of the IFF and the LOC guidelines during the World Games medal ceremony in Birmingham World Games 2022. The DC decided to sanction the national federation with fines and to give a reprimand to the team official in question.

6.7. Athletes' Commission (ATC)

During the period, the Athletes' Commission (ATC) members were:

Ms. Agata Plechan, Poland, Chair
Ms. Josefina Eiremo, Sweden, Member
Ms. Yui Takahashi, Japan, Member
Ms. Kabaziba Daphine, Uganda, Member
Mr. Junoh Lee, Korea, Member
Mr. Tomas Sladky, Czech Republic, Member
Mr. Sergio Garces, Spain, Member
Mr. Jarno Ihme, Finland, Member

Office responsibility: Ms. Sarah Mitchell (2021) / Ms. Monika Kraus (2022)

In February 2021, due to Covid-19 and the uncertainty around the holding of events, the elections for the female candidates of the ATC were held via an online survey, distributed to all IFF Member Associations. There were a record eleven candidates from India, Italy, Japan, Latvia, Netherlands, New Zealand, Norway, Pakistan, Sweden, Switzerland and Uganda, and four were elected to serve on the ATC from 2021-2025.

Josefina Eiremo and Yui Takahashi were re-elected, while Kabaziba Daphine and Lara Heini joined the ATC as new members. 2021 also saw a new chair of the committee (appointed in December 2020) after the retirement of Lidwien Reehuis from the position. The IFF Central Board appointed a current ATC member, Ms Agata Plechan, from Poland, to the position.

In total, there are 9 representatives in the Athletes' Commission – four males, four females and the Committee Chair who also is part of the IFF Central Board. This group works together to promote the rights of the athletes and help in promoting the IFF values as outlined in the IFF Strategy. Representatives from the ATC are active in the Referee Committee and the Rules and Competition Committee. The input from a player's perspective to many of the topics that are discussed and decided upon by these committees has proved highly valuable.

The ATC members have been very active in media activities for the IFF, in connection to events such as the U19 WFCs and special campaigns, including the launch of the IFF's new social responsibility project - Fair Floorball and the Peace for Sport global White card campaign.

Due to Covid-19 the ATC has not met in person since 2019, meeting instead online for regular meetings to discuss strategic topics. They are looking forward to a face-to-face meeting in January 2023.

6.8. Strategy Working Group (SWG)

The IFF CB appointed a Strategy Working Group (SWG) to lead the IFF Strategy 2021-2032 implementation process.

The SWG members were:

Mr Stephen King, Australia, IFF Board Member (Chair)
Mr Filip Suman, Czech Republic, IFF Vice-President & Czech Floorball
Mrs Kaarina Vuori, Finland, Finnish Floorball President and IFF CB member
Mrs Helén Wiklund Wårell, Sweden, Swedish Floorball Federation Board Member
Mr. Teo Turay, Slovakia, Slovak Floorball Federation
Mr John Liljelund, Finland, IFF Secretary General

The SWG has held a number of virtual meetings to plan and evaluate the actions taken as a part of the

Strategy Implementation.

The SWG started its work to formulate the process for the strategy implementation and first divided the “Suggested Actions” to reach the targets set in the strategy into three different time phases. The first for the years 2021-2024, the second for 2025-2028 and then the last for the years 2029-2032. In order to collect a broader understanding of how and what would be needed to secure reaching the targets, the IFF then invited the member federations and individuals to join the four Strategy Subgroups. The subgroups were formed to look over and evaluate the implementation steps of the Strategy for the four key priority indicators:

Awareness and visibility

Development, service level and expansion

Governance, sport culture and leadership

Sports presentation and appearance

The four Subgroups started their work during the fall of 2021 and worked until the first half of 2022. In the subgroups all the suggested actions have been evaluated and concrete action points to be taken into the implementation plan. The subgroups have worked in different ways with virtual meetings and workshops.

Subgroup 1

James Ogolla, Kenya

Roman Urbář, Czech Republic

Stefan Jonasson, Sweden

Timo Lyytinen, Finland

Michael Zoss, Switzerland

Abdul Sukur, Indonesia

Subgroup 2

Cherie Loe, Singapore

Collins Malika, Kenya

Nicolas Sanéz, Belgium

Jean-Emmanuel Chapartegui, France

Dorothee Vogelesang, Netherlands

Louise Khng, Singapore

Juno Lee, Korea

Anders Jonsson, Sweden

Adama Kouenda, Burkina Faso

Robert Bakaze, Uganda

Linken Kao, Malaysia

Steen Houman, Denmark

Paul Maina Mwangi, Kenya

Antti Savolainen, Finland

Kelik Wibawa, Indonesia

Subgroup 3

Michal Buchel, Switzerland

Julian Rueger, Germany

Lin Binbin, Singapore

Tomáš Frank, Czech Rep

Sofie Andersson, Sweden

Victor de Bruin, Netherlands

Jacob Bjørnsholm Madsen, Denmark
Tuulikki Kangasluoma, Finland
Peter Zingg, Switzerland
Muchlas Suseno, Indonesia

Subgroup 4

Wendy Kuan, Singapore
Peter Klapita, Slovakia
Katarína Klapitová, Slovakia
Jan Jirovský, Czech Rep
Inez Rehn, Sweden
Carsten Provstgaard, Denmark
Juha Kivilehto, Finland
Jörg Beer, Switzerland
Komarudin, Indonesia

The Subgroups have together with the IFF Office built a timeline for the Suggested Actions for the first period and responsible persons have been nominated for each suggested action. The IFF Administration has started the operational work with the Strategy Implementation during the fall of 2022.

7. SPECIAL FUNCTIONS

7.1. Equality Function

The Equality Function has continued to promote equality, not just between gender, but also between nationalities, working to ensure that all floorball enthusiasts have the possibility to equally participate in the sport.

IFF GoGirls! Floorball Ambassadors were again appointed for the Women's WFC in 2021. Each participating country nominated one player that was presented via the IFF media channels both prior to and during the event. For the first time, the Floorball Ambassador programme was extended to include the Men's WFC 2020. Just like for the women's events, each team nominated a WFC 2020 Team Ambassador who was interviewed during the event about various topics.

GoGirls! Floorball offers materials for players, coaches, parents, local organisations, clubs and national associations that give advice and ideas on how to increase the number of girls and women in Floorball. The aims of the project are to provide information on how to get girls playing, how to teach them to play, and how to keep them involved.

IFF Member Associations are encouraged to use the GoGirls! Floorball materials for their own development. In 2021, the Cote d'Ivoire Floorball Federation (FIFL) launched its own GoGirls! Floorball project with the aim to increase, encourage and promote the participation of girls in floorball. Around fifty girls participated in the first stage of the project, while the next stage will see the program expand to regional areas of the country.

In cooperation with the Swedish Floorball Federation, a new project called Fifty/Fifty was launched during 2021. The Fifty/Fifty online course is aimed for the boards of clubs and federations and is available free of charge to all sports clubs and sports federations whose national floorball federation is an affiliate of the International Floorball Federation (IFF). The aim of the course is for clubs and federations to increase their knowledge about why it is important to work with gender equality and the

benefits that it offers both the club and its members. Fifty/Fifty is intended to sow the seeds for new ideas and enable clubs and federations to make practical, relatively small changes that, in the long run, result in significant improvement.

7.2. ParaFloorball Function (PFF)

The purpose of the ParaFloorball Function (PFF) is to coordinate and promote the activities of the different versions of Floorball played by disabled athletes. It was originally established by the IFF Central Board in December 2010 to coordinate and cooperate with the different international organisations that have floorball for the disabled on their program.

Office responsibility: Mr. Juerg Kihm.

The PFF follows the IFF mission promoting all versions of Floorball being played. The IFF currently cooperates with three international organisations that have Floorball on their program, Special Olympics, International PowerChair Hockey, and the International Committee Wheelchair Floorball.

7.2.1. Special Olympics (SO)

Founded in 1968, and celebrating its 50th Anniversary in 2018, the Special Olympics movement has grown to more than 6 million athletes and Unified Sports partners in over 190 countries. With the support of more than 1 million coaches and volunteers, Special Olympics delivers 32 Olympic-type sports and over 100,000 games and competitions throughout the year.

IFF and SO signed the Proclamation for partnership during the IFF Associations' Meeting 2011 and Floorball was an official sport for the first time in the Special Olympics World Winter Games held in Austria 2017 after being a demonstration sport in 2013 in Korea. Kazan, Russia was supposed to host the Special Olympics World Winter Games in 2022 with Floorball on the programme, but the games were cancelled. Floorball has grown a lot within the Special Olympics and there have been a lot of development seminars organised in cooperation with Special Olympics national organisations.

7.2.2. International PowerChair Hockey (IPCH)



IPCH (previously ICEWH) belongs to the sport section of the International Wheelchair & Amputee Sports Federation (IWAS) and is the international head organisation of Electric Wheelchair Hockey Floorball. PowerChair Hockey (PCH) is a sport for people in motorised wheelchairs. PCH is played on an area approximately the size of a basketball court with a surrounding barrier. IPCH demonstration matches have been played in many IFF Events since 2010. IPCH is investigating into the formalities which are required to join IFF as a member.

7.2.3. International Committee Wheelchair Floorball (ICWH)

ICWH was established in 2012 with the aim to spread and develop the sport further. Manual Wheelchair Floorball is played almost with the same rules as Floorball, 5 vs 5 plus goalkeepers. Manual Wheelchair Floorball demonstration matches have been played in some IFF Events and

there have been discussions about more official cooperation between IFF and ICWH.

8. MARKETING

The composition of the Marketing function has been:

Mr. Jörg Beer, Switzerland, CCMNG Chair

Mr. John Liljelund, IFF Secretary General

Mr. Tero Kalsta, IFF Sales Coordinator

The work of the IFF Marketing function has continued to focus on the positioning of Floorball and increasing the visibility and sales value of Floorball in the market. This has been done in cooperation with the Core Country Marketing Network Group (CCMNG) to harmonise the sales arguments for the Floorball community on a general level and reinforce the brand image of the sport. This forum also acts as a platform to exchange ideas and best practices. The CCMNG was not able to convene for a long period due to the pandemic but held two meetings online (end of 2021 and early 2022). The first physical meeting since 2019 was held in June 2022 with one other meeting planned before the end of 2022.

The IFF Sales Coordinator has continued the work of organising the operative work of the CCMNG, executing direct sponsorship sales, account management of existing sponsors, and running day to day operative marketing and development of sales. Since late 2019 the development of the sustainability approach has also been an integral part of the Sales Coordinators work. The agreement with Protocol Sports Marketing (PSM) was restructured in May 2022. Due to challenges in creating sponsorship leads it was mutually decided to end this part of the cooperation and concentrate on the broadcast rights (excluding the well-established long-term tv relationships in the big floorball countries). To extend its reach and capitalise on established contacts the IFF signed an agreement with the sales agency Red Carpet Brand Alliances (RCBA). The cooperation grants RCBA the right to sell IFF sponsorship assets in the Scandinavian area (excluding named on-going leads). The sales strategy and portfolio were updated in autumn 2022 and the parties convene bi-monthly in status meetings.

In the WFC 2020 in Helsinki the IFF together with the LOC and their sales agency created some new sponsorship assets. The customised Fisherman's Friend referee shirts created a lot of attention and initially also received an honourable mention in the Finnish Sponsorship awards. Another special element were the custom made penalty benches (in the form of a tool box) for the hardware chain Starkki. Both of these created interest for the next championship and are now implemented for the WFC 2022 with custom referee shirts (DUSCHOLUX) and bathtubs (Schmidlin) as penalty benches. Altogether there have been several sales successes for the IFF in the 2021 and 2022 championships. For WFC 2022 IFF has also signed Craft as Sports Apparel Sponsor and Fromm as Event Partner (which also bought floor visibility for Uppsala and Helsinki).

The Sales Coordinator has also overseen the Champions Cup sales and marketing and in 2019 was able to attract some Floorball manufacturers as sponsors. Because of the pandemic the event had to be cancelled for 2021 and 2022. A new sponsorship model has been drafted to comply with the extended Champions Cup format about to start in autumn 2023.

The work to build on the strong social media channels has continued. As the consumption of the sport has increasingly moved into the digital realm this is also where the IFF needs to be present. Therefore, a lot of time has been invested to find ways to create new formats to meet the fans needs and simultaneously create opportunities for sponsors to capitalise on these formats. A major change and

impact will be the shift to using the Sportswik app enabling active and deep fan-engagement. The solution has many commercial elements that have proven to work well. The same platform will also become the new home for IFF streaming. A fundamental change with this platform is compulsory registration which will enable data-driven fan engagement and planning.

The model for provisioning the marketing rights for the LOC in IFF events for a fixed fee has been well received and remains in place. This gives both parties budgeting transparency and aids the IFF in financial management. Regardless of the model the sales progression for the events is done in close cooperation between the IFF and the LOC. Sales reporting is important due to the new sales agency cooperation of the IFF. It has also proven that LOC sponsors that have participated in recent World Floorball Championships have been receptive to open discussions with IFF to cooperate also after a local partnership. The IFF has been able to engage some new sponsors in single events and continues to negotiate with these parties to converge them as long-term partners.

The IFF corporate identity has been well established during the five years since launch. The organising committees are quite used to the new guidelines, and it has brought consistency to the IFF brand. Some small adjustments have been made to the guidelines along the way but on a general level they have served their purpose very well. Since 2021 the IFF has started utilising the Brandcloud content platform which hosts the brand and event identity planning guidelines, all IFF logo/emblem material and IFF sponsor material. The goal is to simplify the work of the organisers and save time for the IFF office.

The IFF has continued its membership in the European Sponsorship Association (ESA). Through the membership it has had access to some good research material and has also been able to push through articles about IFF sponsor cases and especially the upcoming Green Goal target of the WFC 2022. ESA also organises quarterly round table discussion with peers from the sponsorship industry which helps networking and delivers good insight around current topics.

The WFC 2019 was the last event from which Sportcal conducted the event study and report. Since the departure of Sportcal key personnel, the IFF has negotiated a partnership with Quantum Consultancy who continued to execute the studies for the Adult WFC's in 2021 (WFC 2021 and WFC 2020). This has provided a continued production about the far-reaching effects of the championships from economic impact to media visibility. The reports are important for IFF sales, sponsors, LOCs and their stakeholders, host cities, and not least for potential host city bidders. The agreement with Quantum covers events for the next three years, including the WFC 2022-2024.

8.1. Champions Cup Steering Group (CCSG)

The composition of the Champions Cup Steering Group (CCSG) has been:

Pekka Ilmivalta	Finland
Tomas Frank	Czech Republic
Jan Jirovsky	Czech Republic
Magnus Nilsson	Sweden
Mikael Ahlerup	Sweden
Michael Zoss	Switzerland
John Liljelund	IFF Secretary General (interim chair & secretary)

The five stakeholders of the Champions Cup (IFF, Sweden, Finland, Switzerland and Czech Republic) are jointly responsible for the sales and marketing of the CC. In relation to this the five stakeholders have agreed that the CC should be included in the national sales plan of the associations. The IFF Sales Coordinator has partially allocated his time to the sales and marketing of the Champions Cup as well as coordinating and supporting the National Associations and the Clubs participating in the CC, in

the promotion of the Champions Cup.

During 2021-2022 the CCSGs main task and objective has been to finalise the new Champions Cup format planned to start in the autumn 2023. The main topics have been to create the playing system (for both genders) and agree on the home and away format. A new stakeholder agreement has been prepared to reflect the changed concept. Ensuing, the IFF office has prepared a new sales portfolio proposal for the renewed model.

8.2. Materials in competitions

IFF is continuing to deliver flooring, rinks, balls and goals to IFF major events – World Floorball Championships (adults & U19), Champions Cup and EFC. The transportation is arranged so that the organisers of the events have secured storage facilities and the materials are delivered from one competition to another in order to save unnecessary transportation costs. The IFF materials are stored in Slovakia and Latvia.

The IFF has also offered the possibility for the Member Associations, who organise smaller IFF events, to use the IFF floors, rinks and goals without any direct charge and the IFF has in many cases covered half of the transport costs.

The IFF also delivered two floorings for the TWG and the same flooring was used by Korfbal in the event. The BOC was in charge of the costs for the delivery.

9. PARTNERSHIP AGREEMENTS

The agreements with all the IFF Partners have made it possible for the IFF to build a solid foundation for IFF events, where all the championships have the same look and feel when it comes to Floorball equipment and apparel

9.1. Unihoc

The IFF and UNIHOC signed a new partnership agreement in 2022 for the period between 2023 – 2026 to jointly develop the sport of floorball on a global level. The conditions of the agreement were negotiated on good terms, but the negative impacts of the pandemic on the floorball business did not leave much room for negotiation; however a small increase to the value of the deal was achieved. UNIHOC will continue to be the IFF's Official Floorball Material Provider, including sticks, balls, goals and goalkeeper equipment. UNIHOC provides the official IFF Match ball DYNAMIC. The material provided will continue to be utilised for IFF Development work.

UNIHOC has continued to create its sustainable ECO product-line and strategically wants to stand out from the competition. The selection includes stick bags, drinking bottles, use of recycled raw material (stick blades, shirts) and a stick which has been partially CO2-compensated through the climate fund myclimate. Further, the IFF has through its network, introduced UNIHOC to a carbon recycling pilot project to evaluate if they can utilise recycled carbon fibre for production. On a broader scale it is very interesting for the IFF and the floorball world in general if this project can prove floorball stick shafts are suitable for recycling as raw material.

UNIHOC has become an integral part of the IFF Mobile Event Application in "Guess the Winner" competition with prizes. The IFF has promoted several partner campaigns and also published interviews and articles on the homepage. For the 50th anniversary year special elements and stories were created. Further, special floor stickers were implemented and a slot for a special anniversary

video was booked for the WFC 2022 venue

9.2. Flooring

IFF has used the Gerflor floorings in its events and based on the agreement received one sponsor flooring for the use of IFF and Gerflor has provided competition floorings for the event. The IFF for the time being is negotiating with Gerflor to continue as an IFF sponsor for the upcoming four years period.

9.3. Swerink

IFF renewed the agreement with Swerink in 2022, a partnership dating back to 2006. This will guarantee Swerink the status of IFF Official Rink Provider for the years 2023-2026. IFF and Swerink have continued the closer cooperation, in which Swerink has supported Member Associations and clubs by selling them used and renovated floorball rinks.

9.4. Sports Apparel

The IFF is still without a Sports Apparel Sponsor. In the last two Men's World Floorball Championships Craft has been the provider of referee outfits and received good visibility in the floorball community. The target is to continue the discussion once the Quantum Consultancy report of the WFC 2022 is available. Obviously the IFF must also keep all the other options open as well. The IFF WFC Most Valuable Player (MVP) Asics Golden Shoe award, which is handed out in both Men's and Women's WFC's to the MVP player has been renamed to be the IFF MVP Golden Shoe. A further renaming will be considered once there is a new sponsor (or a new award will be created, remains to be seen).



10. TV & LIVESTREAMING

During the period, the IFF has concentrated on building guidelines and increasing the television visibility of Floorball based on the principle of distributing as many televised matches as possible at a reasonable price to the Member Associations. This approach has given good results from the World Championships, with a total of 26 broadcasters across 71 nations on four continents providing broadcast coverage of the Women's WFC 2021, and 25 broadcasters across 17 nations in three continents providing broadcast coverage of the Men's WFC 2021. IFF has signed a cooperation agreement with Czech (CTV), Finnish (YLE), Norwegian TV2, Latvian TV4, Swedish SVT and Swiss (SRF) National Broadcasting Companies to secure visibility of IFF owned TV matches from the WFC.

IFF has been offering the matches produced from the WFC group games for a nominal fee to the nations playing and to broadcasters within their geographical region, in order to build the relationship with TV. IFF has made an agreement with the Canadian company Protocol Sports Marketing which has been offering the IFF Events for TV in a number of markets like Canada, Russia, USA and for the Women's WFC also to the African WSports channel, which is specialised in Women's sports.

For the Men's WFC 2021, IFF acted as Host producer and broadcaster of the TV production, working together with the Finnish National Broadcasting Company - YLE. The IFF has a long-term contract for the production of the TV and live stream signals with PolarHD, a Latvian-based TV production company. PolarHD has produced the WFC 2015, WFC 2016 and WFC 2019 and was contracted to produce the WFC 2020, which has been postponed to 2021. IFF is to continue the agreement with PolarHD for the coming WFC's as well. For the Women's WFC 2021 in Sweden IFF worked together with LOC with the Swedish production company Rego.

The Men's WFC 2021 had a total of 381 hours of broadcasting and the Women's WFC 2021 had a total of 379 broadcasting hours from the event. The visibility of IFF major events on The Olympic Channel continued.

IFF once again used the services of an English language commentator, Mr Olly Hogben, for both the WFC's during 2021. As the demand for TV commentary has increased, IFF had additional commentary for the WFC's in Mr. Richard Drew in Sweden and Mr. Clayton Lucas in Finland. For the Men's WFC IFF also hired Ms. Raisa Halonen and Mr. David Brown with English commentary for the matches produced for the North American and Asian market. In total, 56 matches from these two events were broadcast with English commentary. Several highlights videos have also been produced, including English voiceover commentary, provided by Mr Hogben. Mr. Hogben has also been providing commentary for the Ukraine solidarity match between Finland and Sweden during the Men's WFCQ in Latvia, the World Floorball summit games and the finals of the U19 WFC 2022 in Katowice. Mr. Clayton Lucas made English commentary for nine matches during the U19 WFC 2022.

IFF continues to provide livestreaming from all IFF events. It is now a requirement for all IFF event organisers to produce a live stream, and all international weekend event organisers are encouraged to provide streaming or online match replays. IFF's partnership with the SportAccord SportsHub on YouTube offers the IFF greater opportunities in regards to programming and monetisation. Although the IFF still has two online channels, changes to the YouTube streaming configuration now allows concurrent livestreams on the one channel, so all content is now focused to the main channel (Channel 1) (www.youtube.com/iffchannel). (More information on YouTube can be found under point 15)

IFF has in 2022 started the preparations to move the streaming of matches from the IFF YouTube channel to an own Over the Tapel Top (OTT) channel, named Sportswik. This will bring along a lot of changes as the tool will at the same time act as a mobile and fan engagement application.

11. SUSTAINABILITY

As a start it is good to highlight the definition of sustainability. Sustainability is commonly divided in three areas: economic, environment and social. This is also the approach of the IFF. For a longer period, the federation has been active on the economic and social side, with the latest emphasis on the environment due to the alarming status of climate change. Some of the social aspects have already been explained in Chapter 7. Special Functions and 12.2. Material Support.

Since joining the UN Sports for Climate Action (S4CA) network in late 2019 the IFF has in early 2022 made a further commitment to the Race To Zero network. This network has similar targets as S4CA but instead of sports organisations comprises of businesses, cities, regions, education institutions and investors. The membership in these organisations encourages us to report according to their requirements, commit to emission reductions and gain credibility. It is also in line with the environmental sustainability targets outlined in the IFF strategy.

The IFF has continued its cooperation with myclimate as the environmental partner. The federation utilises their CO₂-emission calculator and know-how to measure the IFF office emissions. Further, there has also been cross-communicational cooperation.

The World Floorball Championships 2022 LOC decided already in 2019 to choose sustainability as their focus area and developed the Green Goal concept. After partnering with myclimate they calculated the WFC 2018 CO₂-footprint as starting point, created goals for WFC 2022 and defined five main focus areas for creating the biggest impact: arena, teams, travel for fans, food and material/waste. According to the focus areas the LOC developed many solutions and partnerships to meet the ambitious goals of reducing the 2022 footprint by 56% in comparison to 2018. As some examples: the staff and volunteer clothing are procured from the most environmentally friendly company available, charter trains to encourage fans to avoid travelling by car, partner with a hotel chain which emphasises sustainability, recycle venue decoration material as new products such as bags and backpacks and offer voluntary compensation payments options with ticket purchase. As a result, after the event the LOC and myclimate will produce a Sustainability Manual for IFF Event Organisers. All this work supports the targets set out in the IFF Strategy to have climate neutral IFF events by 2028.

The IFF has been forwarding all sustainability related news to GAISF to be posted on sustainability.sport. It is a free online platform dedicated to sport and sustainability. Created to collate sport's efforts in sustainability onto one single platform, the portal features a vast array of resources to inform, educate and inspire. The future of the site however is uncertain due to the unclear situation around GAISF in general.

In 2020 the IOC launched the IOC / DOW Sustainability Award. The IFF was among the 15 recipients of this first edition of the award. The pandemic slowed down the promotion of this award which was handed out the second time in 2022. The concept will be renewed for 2023 by including the IOC sponsors more closely to the prize awarded to the winners.

The recycling initiative "Stick with it!" was finally launched in 2021 (original plan to launch 2020 in Helsinki). Collection boxes for used floorball equipment were placed in the WFC 2021 and WFC 2020 venues. Further, there were collection boxes situated in floorball training facilities across the Helsinki metropolitan area, which was the most successful placement for this concept. Roughly 300 sticks (usable or serviced) were donated to Hope ry in Finland and some material collected in Sweden to another charitable organisation.

In 2021 the IFF applied together with the Swedish Floorball Federation, as part of a bigger consortium of three head sports organisations (floorball, biathlon, athletics), for an EU-funded development programme. The consortium, managed by Sant'Anna School of Advanced Studies, was successful and

during 2022 has kicked-off a three-year project aiming to analyse the climate change governance and management models currently used in athletics, biathlon and floorball, and support the development of decarbonisation strategies in each sport while using their popularity to raise broader environmental awareness.

The IFF is also delighted to acknowledge that at least all top four nations national federations have created sustainability strategies and also launched some initiatives.



In conjunction with the adult World Floorball Championships 2021 the IFF launched its new responsibility campaign, Fair Floorball. The campaign aims to encourage everyone to act responsibly. The foundation, fair, derives from IFF values and emphasises many points from IFF sustainability programs. The campaign was visible in IFF events in various formats on advertising surfaces, social media, players and referees. The following punchlines have been developed to cover different areas and each have dedicated Athletes' Commission ambassadors to promote the message.

- FairPlay – Anti-doping / Illegal betting / Match-fixing / Game rules
- FairAccess – Special Olympics / Wheelchair Floorball / Diverse formats the the sport
- FairTreatment – Equality /LGBT+ / Discrimination / Racism / Respect
- FairFuture – Youth / Development / Environment / Economic support

12. DEVELOPMENT

The Development function has been run in the IFF Office by Mr. Veli Halonen, IFF Operations Manager together with Mr. John Liljelund, the IFF Secretary General.

The Development function has during this period, in close co-operation with the respective committees and functions and the IFF Office, focused on developing the IFF members and gaining new member associations. The work to strengthen the development of the IFF member associations started in 2005 through the IFF Development Program Seminars.

During the two years period the seminars and clinics have been organised mostly online. From the late spring 2022 on there have been some live events mainly on the referee sector, but also some smaller online coaching clinics have taken place. IFF has continued providing rinks, balls and other equipment despite the Covid restrictions.

IFF has been a partner for the Fit4Floorball Erasmus+ project, which is run by the Czech Floorball Union. The aim of the project is to create beneficial material for national sports organisations to develop and to grow.

12.1. Development Program

The aim of the Floorball Development seminar is to give participants the tools to 'train the trainers' in their respective countries. The participating associations build a two-year development plan during the seminar, which the IFF then monitors. The strategy implementation of the strategy 2021-2032 contains several development related programs and projects which have mainly started in autumn 2022. Such

as the update project for the coaching education material with the help of outside experts.

The IFF supported Floorball USA with the project regarding The World Games 2021 in 2021, which were played in July 2022 in Birmingham, USA.

The previous two years have been challenging for the IFF development program. It was only in spring 2022 when Europe started to open up after the pandemic and still there are places (mostly in Asia), which are not yet totally open and one negative outcome has been that the air fares for travelling have become much more expensive than those were before the pandemic, which is a challenge, not only for the IFF, but also for the member associations. The IFF ran webinars and web-based education programmes during this time.

12.2. Material Support

The IFF has been in the position to support new and growing Floorball countries as they strive towards developing their Floorball activities by providing them educational material and Floorball equipment. The pandemic caused huge problems for the IFF to ship anything mainly outside the EU and EFTA area. The shipments have slowly started after spring 2022, but there are still challenges to ship to South America, Africa, and some parts in Asia.

The total amount of equipment has been:

Ø 655 sticks

Ø 1200 balls

Ø 20 tool bags

Ø 10 goalkeeper sets

IFF also has an ongoing system for renting old Floorball rinks to Member Associations, based on a nominal rent for the period of two years. During 2021-22 the IFF has provided rinks to USA, Poland and Slovakia and we are waiting for a delivery confirmation to West Africa.

IFF is very thankful for the support of UNIHOC, which has made this material support possible.

13. COMMUNICATIONS

IFF Communications aims to serve three target groups: Member Associations, Athletes (players, referees, coaches etc) and Stakeholders (followers, fans, partners, sponsors etc).

The IFF (digital) channels serve the purpose of maintaining and distributing floorball content to its target groups (member associations, athletes, stakeholders).

We lead, support and serve our member associations together with the athletes and all other stakeholders promote, develop, protect and spread the game of floorball.

Furthermore, the IFF should maintain and increase the visibility of the sport to create interest in the media. Increased visibility and awareness of floorball should result in new players, new media and new sponsors.

Increase the awareness of the sport – while creating a communication platform where our community is entertained, informed, engaged and keen to be an active user.

Currently used Media channels by IFF

- Homepage
- Newsletter
- IFF Event app
- TV during events
- YouTube
- Social Media
 - o Facebook
 - o Instagram
 - o Twitter
 - o TikTok
 - o Snapchat
 - o LinkedIn

The IFF has also provided the stream from IFF events to Olympic Channel and The IWGA channel.

Internet / Homepage

The homepage is the main source for all important material and news for member associations and media. It contains all international statistics (matches, player cards, etc.). During events should act as a match centre (results/stats).

YouTube / Streaming platform / LIVE in social media

For the last ten years YouTube has been the cornerstone for broadcasting international matches. So far our material has been used by big tech companies to earn money with our content. It must be our goal to switch to a model where IFF owns the data and can monetize the content. This can be a stand-alone solution or preferably an-overall-communication-engagement-platform.

Social media

The role of social media is to reach, engage and interact with the Floorball community. Those channels shall be used as advertising channels/platforms towards our own overall-communication-engagement-solution.

The current numbers of followers on Social Media

Social Media Followers	
YouTube	80'100
Instagram	97'213
Facebook	59'555
TikTok	3'128
Twitter	14'300
LinkedIn	1'295
Total	255'591

There were two major events taking place in 2021. The Men's WFC 2020 in Helsinki, Finland and the Women's WFC 2021 in Uppsala, Sweden. From both events all matches were streamed live on the IFF YouTube channel.

YouTube	WFC 2020	WFC 2021
Watch time	252'709	207'883
Views	1'165'035	983'600
Comments	296	168
Shares	6'330	7'403

For further media data about the two major events, follow those two links

[Media Data Women's WFC 2021](#)

[Media Data Men's WFC 2020](#)

The IFF event app

The IFF Events app has been serving very well over the last years. But it is outdated; from the look and feel as well as from the handling and content/interaction perspective. Ideally, we move to an all year platform where we can have regular interaction with our community and not only with the guessing game 2-3 times a year. There have been over 71'000 downloads of the app.

14. INFORMATION & DEVELOPMENT MATERIAL

As a part of the service to the Member Associations there are several documents which are ready to be downloaded from the IFF homepage [from this link](#).

There is a lot of education material such as:

- Coaching material
- School curriculum
- Basic referee education material
- GoGirls! Floorball
- This is Floorball
- Keep Floorball Honest
- STOP Harassment & Abuse in Sport
- Special Olympics
- Points Masters
- Event Handbook

15. MATERIAL BOARD

IFF Secretary General, Mr. John Liljelund, has been responsible for all questions related to Floorball material and the Material Approval system, run by the Swedish Testing and Research Institute (RISE - previously SP). The IFF Material Board (previously the Development Board), which is a co-operative body of the IFF and the major Floorball manufacturers decided to change the name to the IFF Material Board to help clarify the role of the group.

The main work has been the follow-up of the Material Regulations, which involved several meetings with RISE and the Czech Test Institute, ITC, as well as with the manufacturers of Floorball equipment. During the period, a new version of the Material Regulations MR 2022 was published and was brought into force from 1st July 2022 for the next two-year period.

During the last year, a lot of focus has been put on the financial problems the Material manufacturers have been facing as a result of the pandemic, with significantly decreased sales. There have also been a few companies who have debts to the IFF and RISE, which puts their certification at risk. Now, all companies are fulfilling the Material Regulation rules.

Together with the Material Board, IFF has continued the exemption for the use of over-length sticks for players taller than 190cm. The system has now been used for the sixth year in a row, with good feedback from the players, describing that their health problems have been reduced significantly due to the possibility to use longer sticks. The number of new approvals was 26 in 2021 and 23 in 2022, giving a total of 154 approvals since the exemption was introduced.

The Material Board has during the period supported development projects related to the development of Floorball in the USA as a part of the preparation for The World Games in 2022. As a result of the significant decrease in Floorball material sales in 2021, there was no fund for development projects in 2022.

16. ANTI-DOPING

During this period the IFF has renewed its Anti-Doping Rules to meet the requirements of the World Anti-Doping Code which came into force on 1st January 2021. The IFF Anti-Doping Rules are adopted and implemented in conformance with IFF's responsibilities under the Code and are in furtherance of IFF's continuing efforts to eradicate doping in the sport of Floorball.

16.1. Education

The aim of the IFF anti-doping education programme is that the players first contact with anti-doping should be information and education, not testing. IFF has continued to push for education. In all events players are asked to do an E-Learning Course from their NADO or via ADEL. Federations also can aim to get the education done through a live session by the National Anti-Doping Organisations (NADO).

16.2. Testing

The IFF has conducted doping tests during IFF events as well as Out-Of-Competition (OOC) testing. The IFF annually collects, publishes, and reports to WADA the doping tests conducted by the IFF (details can be found on the IFF website under Anti-doping). The IFF has also actively taken part in the events and consultation rounds arranged by WADA and in the process of renewing the World Anti-Doping Code and the International Standards. Covid-19 has affected the doping control activities as events have been cancelled and other Covid-19-related restrictions have affected the testing procedures and capacity.

The IFF has maintained a Testing Pool (TP) from which athlete whereabouts are obtained, which can be used to increase the effectiveness of the OOC testing program. The TP consists of the top three national teams according to the results from the previous World Floorball Championships and according to the WFC being played that year. The whereabouts are collected for the purpose of efficient test planning.

The IFF uses the WADA's web-based database management system, Anti-Doping Administration & Management System (ADAMS), which was developed for the purpose of coordinating anti-doping activities and to provide a mechanism to assist stakeholders with their implementation of the Code. The IFF uses ADAMS for the management of daily anti-doping activities such as TUE's and Whereabouts.

17. ONLINE EVENT TOOLS

The IFF and IFF Event Organisers continue to use two main planning tools - GATE accreditation system, and Eventello, an event management system. In addition, the event statistics and match records are managed via the IFF Online Statistics system. Eventello, in particular, provides a key

communication channel between the IFF and the local organisers for our major events.

17.1. Event Management

IFF has continued to use the online event management tool, Eventello, during 2021 & 2022. Together with the event organisers the task list is updated on a regular basis and allows customisation according to the needs of each event organiser. As well as being a key tool in event preparation, Eventello is also used for the bidding of the major events, providing a comparative evaluation of the bidders.

Eventello has been used by the IFF and local organisers for all World Championships – adult & U19 during the last two years, as well as being used as an internal IFF planning tool for The World Games 2022. The tool allows all users to keep track of tasks and event-related information based on a set task list developed by the IFF. In addition, local organisers can add their own tasks to the tool for added internal planning purposes.

17.2. Accreditation system

The IFF has continued the use of its online accreditation system, called GATE. The card layout is personalised for each event based on the event branding and provides information on the person accredited, accreditation group they belong to, and the areas to which they have access. Every team member, IFF official, media representative and LOC staff or volunteer is required to have an accreditation card.

For smaller events a basic design with generic cards can be used, while for the major events a fully personalised card system is implemented. The customisation of the card, including the use of icons to denote special privileges (such as access to private transport or meals), allows the IFF to offer a very useful and easy-to-use tool for event organisers.

17.3. Statistic Software

The IFF Statistic Software is used to record every match at IFF events as well as all international matches organised by Member Associations, and has been in use since WFC 2007. All matches events can be followed live through the online match records and the software provides tournament and player statistics that can be displayed on the IFF or event website, as well as in the IFF app.

During 2021, when no new events were being played, it allowed the time for historical match records to be entered into the system. There are still several old match records to be entered, and the search continues for many missing records that are needed to complete the archive.

Over the years several attempts have been made to build a new, more modern, statistics database, however the complexity of the job, and the associated costs, have always been a stumbling block. In the latter half of 2022, the decision to sign an agreement with Sportswik, provided a new opportunity for an updated statistics system. Preliminary work began already prior to the contract signing on how the statistics system could be moved to a new platform, and how statistics would be displayed. This continued during September and October with the expectation that the new system will be in use already at WFC 2022.

18. COMPETITIONS

18.1. World Championships

The Adult WFC is played with 16 teams divided into 4 groups based on ranking, with the teams ranked 1-8 balloted to groups A & B and teams ranked 9-16 to group C & D. In the first phase the teams play matches within their group which determines the placements for the next stage. In the second stage, the lowest teams in A & B have a play-off round against the highest teams in C & D, giving more teams the possibility of making the quarter-finals. Teams then play placement matches to decide final placings.

Since 2014 there has been a regional qualification system where all teams, apart from the final round organiser, must participate in regional tournaments to qualify for the Final Round.

The quota system for the WFC 2021 and 2022 for the participating teams by continent is based on the number of registered teams, using a deviation factor of 16 equalling the number of participating teams, and thereby determining the continental quota. This quota system was reviewed during 2019 and a new system was proposed by the RACC. The new quota system will be based on results from the previous WFC. The new system, decided by the CB in September 2020, will come into force from 2021, with the results of WFC 2021 determining the quota for WFC 2023.

In 2021, there was the exceptional circumstance of not just playing two adult world championships within the same calendar year, but within the same 3-week period. Due to the postponement of the Men's WFC from December 2020, a slight re-scheduling of the Women's WFC was also required. For the first time ever the Women's & Men's World Championships were played with an overlapping weekend, with the final matches of the women's played in Sweden at the same time as the first men's group matches in Finland.



13th Women's WFC: 27th November - 5th December in Uppsala, Sweden

26 teams registered for this event. Sweden, as the organiser, was directly qualified to the tournament while the remaining 25 teams were scheduled to play regional qualification tournaments to determine the final teams.

Russia qualified to the final round, but due to a WADA-ruling they could participate only under the IFF flag in a neutral uniform, and without any reference to Russia, the Russian flag, or the playing of the Russian National anthem. In all official records, they are therefore referred to as NFFR.

Australia and Japan qualified to the final round but due to Covid-19 restrictions were unable to travel and so were replaced by Thailand and Italy. The Central Board decided that qualified teams who could not participate in the final round would keep their ranking based on the last WFC.



Final Standings

- | | |
|---|---|
| 1.  Sweden | 9.  Latvia |
| 2.  Finland | 10.  Germany |
| 3.  Switzerland | 11.  NFFR |
| 4.  Czech Republic | 12.  USA |
| 5.  Poland | 13.  Estonia |
| 6.  Slovakia | 14.  Singapore |
| 7.  Norway | 15.  Thailand |
| 8.  Denmark | 16.  Italy |

Qualifications

The qualifications were originally scheduled for January / February 2021 in Italy, Slovakia, Latvia, Canada & Japan, but due to Covid-19 restrictions were postponed to May 2021. Unfortunately, it was still not possible to play at this time so all qualification events were cancelled. The IFF Central Board decided that the teams for the final round would be determined based on the current ranking and regional quotas.

WFCQ EUR1 (CANCELLED) - Valmiera, Latvia: 15th – 19th June 2021

Teams: Belgium, Finland, Norway, Latvia, Netherlands, Russia

WFCQ EUR2 (CANCELLED) – Lignano Sabbiadoro, Italy: 25th – 29th May 2021

Teams: France, Hungary, Italy, Germany, Poland, Switzerland

WFCQ EUR3 (CANCELLED) – Bratislava, Slovakia: 26th – 30th May 2021

Teams: Austria, Czech Republic, Denmark, Estonia, Slovakia, Spain

WFCQ AOFC (CANCELLED) – Hachioji, Japan: 29th June – 3rd July 2021

Teams: Australia, Japan, New Zealand, Singapore, Thailand

WFCQ AMER (CANCELLED) – Guelph, ON, Canada: 11th – 12th June 2021

Teams: Canada, USA



13th Men's WFC: 3rd - 11th December 2021 in Helsinki, Finland

Originally scheduled to be played from 4th - 12th December 2020, this event was postponed until 3rd - 11th December 2021.

35 teams registered for the event, among them was the first ever registration from Africa – Côte d'Ivoire – who competed in the European qualifications. The organiser, Finland was directly qualified to the final round, as well as Canada and USA. The IFF Central Board decided that due to The World Games being held in Birmingham, USA in 2021 (it was subsequently postponed until 2022), and WFC 2020 acting as the qualifying tournament for that event, it was important that North America was fully represented at the WFC. The remaining 32 teams played regional qualification tournaments to determine the final 16 teams.

Australia and Japan qualified to the final round but due to Covid-19 restrictions were unable to travel and so were replaced by Estonia & The Philippines. The Central Board decided that qualified teams who could not participate to the final round would keep their ranking based on the last WFC.

Final standings

1.		Sweden	9.		Germany
2.		Finland	10.		Denmark
3.		Czech Republic	11.		Poland
4.		Switzerland	12.		Canada
5.		Latvia	13.		Thailand
6.		Norway	14.		Philippines
7.		Slovakia	15.		USA
8.		Estonia	16.		Singapore

Qualifications

The qualification events were held in January/February 2020 in Denmark, Latvia and Slovakia. The AOFC qualification in Thailand, planned to be played the first week of March, was cancelled due to the Covid-19 pandemic so the top four teams from AOFC, based on the current rankings, qualified to the final round.

WFCQ EUR1 – Frederikshavn, Denmark: 30th January – 2nd February 2020

1. Sweden; 2. Denmark; 3. Poland; 4. Estonia; 5. Slovenia; 6. Iceland; 7. Ukraine; 8. Great Britain

WFCQ EUR2 – Poprad, Slovakia: 30th January – 2nd February 2020

1. Switzerland; 2. Slovakia; 3. Norway; 4. Russia; 5. Hungary; 6. Belgium; 7. Italy; 8. Côte d'Ivoire

WFCQ EUR3 - Liepaja, Latvia: 29th January – 1st February 2020

1. Czech Republic; 2. Latvia; 3. Germany; 4. Spain; 5. Netherlands; 6. Austria; 7. France; 8. Liechtenstein

WFCQ AOFC (CANCELLED) - Liepaja, Latvia: 29th January – 1st February 2020

Teams: Australia, Thailand, Singapore, Japan, Korea, Malaysia, New Zealand



14th Men's WFC: 5th - 13th November 2022 in Zurich & Winterthur, Switzerland

This event was moved to be played one month earlier than the normal competition calendar dates of early December, due to the FIFA World Cup also being scheduled to be played in December 2022. In total, 36 teams registered for the tournament – 24 from Europe, 9 from Asia Oceania, 1 from Africa, and 2 from the Americas.

The event will be played in a brand new venue in Zurich - Swiss Life Arena, with the second venue, AXA Arena in near-by Winterthur. The local organising committee has invested a lot of time and resources to focus on sustainability. They commissioned myclimate, which is also the sustainability partner of the IFF, to become their guide in creating a first ever WFC event in history which is aiming for carbon-neutrality. This Green Goal will be reached with creative and innovative measures in different areas as well as with the cooperation of our fans, partners and sponsors.

The first step was calculating the carbon footprint of the previous Men's WFC 2018 in Prague, Czech Republic, and this report will serve as a benchmark for all planned and executed measures before and during the 2022 event. As part of the project the organisers, in cooperation with the IFF, plan to compile a Sustainability Manual for future IFF Event Organisers. This document will help to identify key topics and present concrete examples for implementation

Final Round teams

GROUP A		GROUP B		GROUP C		GROUP D	
	Finland		Sweden		Estonia		Denmark
	Switzerland		Czech Republic		Canada		Poland
	Norway		Latvia		Thailand		Australia
	Slovakia		Germany		Singapore		Philippines

Qualifications

The qualifications were originally scheduled for January / February 2022 in Latvia, Poland & Italy but all were postponed until later dates due to Covid-19. Due to the change of dates, Poland was not able to host the event, and their group was moved to a second city in Latvia, while the group in Italy was moved to a different city.

Russia was registered to participate but due to their suspension from all international floorball activities, which came into effect on 1st March 2022, they were excluded from the rescheduled qualification event.

The qualifications acted as test events for the Future of Floorball playing system. Teams were limited to 17 players and 5 team officials on their team list and matches were played with 3 x 15 minutes match time. In the European qualifications, each event included two 2 groups of four teams. The teams played once against the others in their group and on the final day there was a play-off round of cross-over matches to determine the qualifying teams and final placings.

WFCQ EUR1 - Valmiera, Latvia: 25th - 28th May 2022

1. Finland; 2. Latvia; 3. Denmark; 4. Estonia; 5. Iceland; 6. Great Britain; 7. Netherlands; 8. Ukraine

WFCQ EUR2 – Koceni, Latvia: 25th - 28th May 2022

1. Sweden; 2. Norway; 3. Poland; 4. France; 5. Hungary; 6. Liechtenstein; 7. Belgium

WFCQ EUR3 – Celano, Italy: 24th - 27th May 2022

1. Slovakia; 2. Czech Republic; 3. Germany; 4. Slovenia; 5. Spain; 6. Austria; 7. Italy; 8. Côte d'Ivoire

WFCQ AOFC – Singapore: 30th May - 5th June 2022

1. Thailand; 2. Philippines; 3. Singapore; 4. Australia; 5. New Zealand; 6. Korea; 7. Japan; 8. Malaysia

WFCQ AMER – Fort Worth, TX, USA: 29th - 30th April 2022

1. Canada; 2. USA

18.2. Under 19 World Championships

In 2021-2022 there were three U19 World Championships played. All of these events were affected by Covid-19, either in regards to the dates & places in which they were eventually played or with the teams that participated; and like the adult's world championships, the postponed Women's 2020 event and the Men's 2021 event ended up being played back-to-back.



9th Women's U19 WFC: 1st - 5th September 2021 in Uppsala, Sweden

19 teams registered for this event. 14 teams received direct qualification to the Final Round. One qualification was held in September 2019 in Italy. Originally scheduled for 6th - 10th May 2020, the final round event was first postponed to 5th - 9th May 2021 and then further postponed

until 1st - 5th September 2021.

The final round was to be played with the new U19 WFC playing system of the teams divided by ranking into 4 groups, rather than A- & B-division, and the top 9 teams qualifying directly to U19 WFC 2022. However, due to Covid-19 a large number of the qualified teams were unable to participate. The Central Board decided that qualified teams who could not participate in the final round would keep their ranking based on the last WFC.

From the original 16 teams only 9 participated. Those unable to were: Austria, Norway, Canada, USA, Australia, New Zealand, & China. Due to this, the event was played in two groups, with the group of 4 playing 3 x 20 minutes, and the group of 5 playing 3 x 15 minute periods as well as each team once playing two games in a day. From the play-off phase onwards all matches were played with 3 x 20 minutes.

Final standings

1.  Finland
2.  Sweden
3.  Czech Republic
4.  Switzerland
5.  Latvia
6.  Poland
7.  Slovakia
8.  Germany
9.  Russia

Qualification Results:

U19 WFCQ EUR – Lignano Sabbiadoro, Italy: 11th - 15th September 2019

1. Russia; 2. Austria; 3. Hungary; 4. Netherlands; 5. Italy



11th Men's U19 WFC: 25th - 29th August 2021 in Brno, Czech Republic

28 teams registered for this event. 11 teams received direct qualification to the Final Round, based on results from the previous U19 WFC. Qualifications were to have been held in September 2020 but due to Covid-19 all regional qualifications had to be cancelled and the final round teams were all decided according to results from U19 WFC 2019.

For the final round, due to Covid-19, not all of the qualified teams were able to confirm their participation. 10 of the original 16 teams took part, with the addition of 5

replacement teams, as decided by the IFF Central Board. Australia, Canada, Japan, New Zealand, Norway & Russia were replaced by Austria, Belgium, Estonia, Hungary and Italy. The Central Board decided that qualified teams who could not participate in the final round would keep their ranking based on the last WFC.

The final round was divided into four groups, with four teams in A, B & C, and three in D, decided by ranking and ballot.



Final standings

- | | |
|---|--|
| 1.  Czech Republic | 9.  Denmark |
| 2.  Finland | 10.  Estonia |
| 3.  Sweden | 11.  Slovenia |
| 4.  Switzerland | 12.  Austria |
| 5.  Latvia | 13.  Belgium |
| 6.  Germany | 14.  Hungary |
| 7.  Slovakia | 15.  Italy |
| 8.  Poland | |

Qualification Results:

All qualifications were cancelled due to Covid-19



**Women's U19 World Floorball
Championships 2022**

31 Aug - 4 Sep | Katowice | Poland

**10th Women's U19 WFC: 31st August - 4th September 2022 in
Katowice, Poland**

Originally scheduled to be played in New Zealand in May 2022, the very tight travel restrictions for entry to New Zealand that were still in place at the end of 2021, forced the event to be moved to Europe where there was a greater possibility for more teams to participate.

A total of 18 teams registered for the event. With the decision to postpone, changes to the qualification system were also made. 14 teams received direct qualification based on a regional quota and results from the 2020 event, while the final two spots were decided at a European qualification event.

Of the 16 qualified teams, Italy replaced Russia who were suspended from all international floorball activities, while USA & Singapore withdrew from participating and were replaced by Latvia & Austria.

The 16 teams were divided into four groups based on ranking and ballot.

Final standings

1.		Sweden	9.		Germany
2.		Czech Republic	10.		Hungary
3.		Finland	11.		Denmark
4.		Switzerland	12.		New Zealand
5.		Slovakia	13.		Italy
6.		Poland	14.		Austria
7.		Norway	15.		Australia
8.		Latvia	16.		Canada

Qualification Results

WFCQ EUR – Saku, Estonia: 8th – 11th September 2021

1. Denmark; 2. Hungary; 3. Estonia; 4. Italy



18.3. Champions Cup

Both Champions Cup 2021 and 2022 were cancelled due to Covid-19.

Champions Cup 2021: 9th - 10th January 2021 in Winterthur, Switzerland

In the 2020 national league season none of the participating countries were able to complete their league competition and so each country determined the representing team based on the league

standings. The Swedish women's champions, IKSU, informed that they would not participate in the Champions Cup, so Pixbo Wallenstam, as the runners-up, took their place in the competition.

Qualified teams:

Women: Pixbo Wallenstam IBK (SWE); Piranha Chur (SUI); PSS (FIN); 1. SC Vitkovice (CZE)

Men: Classic (FIN); IBF Falun (SWE); SV Wiler-Ersigen (SUI); Florbal MB (CZE)

Champions Cup 2022: 15th - 16th January 2022 in Winterthur, Switzerland

Qualified teams:

Women: Thorengruppen IBK (SWE); Kloten-Dietlikon Jets (SUI); PSS (FIN); 1. SC Vitkovice (CZE)

Men: Classic (FIN); IBF Falun (SWE); Floorball Köniz (SUI); Florbal MB (CZE)

18.3.1. Champions Cup Format

Since 2018, the CCSG has been formulating a new concept for a European Club competition, which in the end will combine the Champions Cup, EFC and EFCh into one event.

In phase 1 of the Champions Cup has been played only with teams from Czech Republic, Finland, Sweden and Switzerland, and EFC and EFCh has been played separately. During this time period the Champions Cup has been organised once a year during the period of 2019 –2023 in the beginning of January (preferably first full week) by Sweden (2019), Czech Republic (2020), Switzerland (2021 - cancelled), Switzerland (2022 - cancelled) and will be played in Finland (2023). The champions (men and women) from the EFT-countries (Czech Republic, Finland, Sweden and Switzerland) have participated during these years. For these CC events the two-day format with semi-finals, 3rd place matches and finals has been used.

In phase 2, which the Champions Cup Steering group has worked out during the period, a home and away match system will be implemented starting 2023, still with only the EFT-countries participating.

18.4. EuroFloorball Cup & Challenge

Open for registration to any of the national champions from the IFF European Member Associations ranked 5th and below, the Cup event is played with six women's & six men's teams with teams split into 2 groups, playing group games, semi-finals, finals and placement matches. It is a 5-day tournament. If more than six teams for either/both genders register, then teams are placed into the Cup or Challenge event based on ranking.

Neither the EuroFloorball Cup (EFC) or Challenge (EFCh) was played in 2021 or 2022. In 2021, this was a direct impact of Covid-19, with many countries not completing their national leagues, as well as the uncertainty that remained around holding any international events due to travel restrictions. In 2022, a lack of interest from possible organisers forced the cancellation. Due to this it has been decided that organisers of large Club events shall be approached to see if an inclusion of the EFC and EFCh in any of these events is possible.



The World Games
2022 BIRMINGHAM, USA

18.5. The World Games

Floorball was an official medal sport for The World Games 2021 with the inclusion of eight men's teams. The IFF had applied to have a competition with six women's and six men's teams, but due to the restricted number of participants that was allowed this was not approved.

The decision to have the men's teams only was based on a regional assessment and the greater marketing and television potential of these games, as shown by past WFC figures.

The event was scheduled to be played in July 2021 in Birmingham, Alabama, USA, but because of the postponement of the Summer Olympics from 2020 until 2021 (due to the Covid-19), TWG 2021 was also postponed by one year, to the new dates of 7th – 17th July 2022.

Teams qualified to the event based on results from the Men's WFC 2020 (played in December 2021):

- USA - host country
- Sweden, Finland, Czech Republic, Switzerland, Latvia - Top 5 placed teams at WFC 2020
- Canada - Highest placed team from the Americas (excluding USA) at WFC 2020
- Thailand - Highest placed team from Asia Oceania at WFC 2020



The teams were allowed 14 players and one team official, the costs of which are paid by TWG. These costs include local transport, accommodation, and meals. The IFF secured the possibility of up to four extra officials for each team, with their costs being the responsibility of the National Association.

The tournament was played based on the conditions the IWGA gave to IFF, as a five-day tournament in two groups of four. The first three days were group games followed by two days of semi-finals, placement & medal matches. The matches were played with 3x15 minute periods, as they were at TWG 2017.

Final standings

1.  Sweden
2.  Finland
3.  Czech Republic
4.  Latvia
5.  Switzerland
6.  Canada
7.  Thailand
8.  USA

In addition to the actual competition, the IFF was involved in several activation events during the event, including:

- a dedicated space in the Sports Garden with a mini rink and speed shooting competition

- info sessions on The World Games Plaza stage
- field of play competition break sessions
- Special Olympics demonstration matches

Over the very long preparation period, the United States Floorball Association (USFbA) proved a valuable partner for the IFF and the TWG local organising committee. They promoted the event through development sessions and other tournaments within the USA, as well as providing many volunteers, essential staff and equipment for the event itself.

Floorball, again, proved itself as a worthy participant in The World Games family, attracting good venue spectator numbers as well as a high level of engagement through online media channels. The level of media coverage and support that Floorball received from TWG media was not as high as in the previous edition in 2017, however, this was perhaps not something that Floorball experienced alone. The local organisation of the event was problematic, not just in the promotion and staging, but also in the event logistics that directly affected the participating teams. Issues with accreditation, accommodation and transport were numerous, but, again this was not just for Floorball, but event-wide problems.

The next edition of TWG is scheduled for 2025 in Chengdu, China. The selection of the participating sports will be confirmed by IWGA in the IWGA General Assembly 2023.

18.6. Southeast Asian Games

The Southeast Asian (SEA) Games is a biennial multi-sport event involving participants from the current 11 Southeast Asian countries. The games are under the regulation of the Southeast Asian Games Federation with supervision by the International Olympic Committee and the Olympic Council of Asia. Floorball was a demonstration sport in Myanmar 2013 and was an official medal sport for the first time in Singapore 2015.

The 2021 event was scheduled to take place in Vietnam, in Hanoi and 11 other locations from November 21 to December 2, 2021, but was postponed until May 2022.

Floorball was not included on the sport programme for the 2021 edition of the event, but is confirmed as a medal sport for the next one, scheduled to be played from 5th - 16th May 2023 in Cambodia.

18.7. Asia Oceania Floorball Confederation Cup

The Asia Oceania Floorball Confederation (AOFC) Cup is a national team event for Member Associations who are part of the AOFC. In even years it is played for women and in uneven years for men.

Men's AOFC Cup 2021: Not played due to Covid-19.

Women's AOFC Cup 2022: 23rd - 28th May 2022 in Singapore

Final standings: 1. Singapore; 2. Philippines; 3. Thailand; 4. Malaysia; 5. Singapore WU19; 6. Indonesia

18.8. Africa Floorball Cup

Africa Cup is a national team event for Member Associations in Africa. It is currently played as an

Urban Floorball event (4 vs 4 plus goalkeeper) on a modified size court with the matches played 2 x 15 minutes.

Participation in the event is strongly affected by where it is held and the possibility for teams to travel, sometimes very long distances. The limited number of players available means that teams often have very few players and it has been the experience that teams can withdraw at the very last minute – even as late as the first day of play. There is a need to encourage better commitment from the participating teams and support them wherever possible to ensure the highest level of participation. This event was not played in 2021 or 2022.

18.9. International weekends

There are currently five official international weekends each year, in February, April, September, October & November. Due to the early playing of the WFC in 2022, the dates for the October & November weekends were changed, resulting in two international weekends in October - one at the beginning and one at the end on the weekend prior to the WFC.

During the period, the informing time was drastically reduced in order to allow associations to make plans on a much shorter timeline due to the issues of organising international events while Covid-19 restrictions were still in place. Associations were allowed to inform of international matches up to 30 days prior, changed from the regulation 90 days prior.

In 2021-22 there were a total of 227 international matches hosted by Member Associations (2021 = 88; 2022 = 139). These numbers are a positive increase from the 41 matches played in 2020, but are still some way off the pre-covid figures of 199 in 2019.

19. TRANSFERS

All players wanting to transfer from one Member Association to another, must apply for an International Transfer. The IFF Office is responsible for handling and approving the transfers, of which there are six different categories:

- International Transfer
- Express International Transfer
- Temporary Transfer
- Intercontinental Visitor transfer
- Student Overseas Transfer
- Intermediate Student transfer

All transfers are handled by the IFF office during the official International Transfer window of 1st July – 15th January. Only Student Overseas Transfer can be handled outside of this transfer window. The International Transfer window remains open for a whole year for players that have not had a valid licence for the past two seasons.

There were 571 international transfers in the 2021/2022 transfer window, representing a decrease compared to 2020/2021 when a total of 591 transfers were completed. These 571 transfers involved two temporary transfers, four visitor transfers and 10 student transfers.

Transfers were done to a total of 21 different countries. Players were transferring from 22 different countries. The transfers involved 546 players across 22 IFF member associations. Swedish players moving to foreign leagues topped the list with 121 transfers, followed by Switzerland (98), Czech

Republic (76) and Finland (75).

Due to war in Ukraine, the IFF has reopened the transfer window to allow Ukrainian players for transfers abroad. A refugee transfer was granted to all players who live and play in a country where the reason of war, natural disaster or equivalent prevents a player from participation in Floorball actions organised by the National Floorball Association in the affected country. The transfers involved no transfer fee and were handled immediately. This transfer can be done at any time, including outside of the official transfer period. The player shall return to their original (giving) club when the situation allows, and the return transfer is also without any fee.

A change in transfer fees was implemented at the beginning of 2020. The transfer fees each rose by 10%. Current fees are: International Transfer 220 CHF; Express International Transfer 330 CHF; Temporary Transfer 110 CHF; Intercontinental Visitor transfer 110 CHF; Student Overseas Transfer 110 CHF; Intermediate Student transfer 55 CHF.

20. FINANCE

Over the last years, the volume of the IFF economy has remained relatively constant and not grown as budgeted. This is mainly due to the number of sponsors and marketing income, as well as income from material, have not provided as much revenue as forecasted and the Covid-19 pandemic prevented also from natural growth.

Based on recommendations of the IFF auditor a depreciation of old claims was made in 2021, to be reported in the General Assembly 2022. The Financial Regulations were updated in both 2021 & 2022.

The finances of the IFF recovered quite well when we were able to play the final rounds of the WFCs 2020 and 2021 (U19 and Adults) combined with the continued saves on cost.

IFF has, since the implementation of the IFF License system 2.0, worked a lot with the Member Associations to reduce the number of debts to the IFF and for those with large debts pay-off plans have been made and followed-up. This has also been part of a clear effort to not compromise their participation in the upcoming IFF events. Since the registration of the WFC 2022 no country can register while having debts to the IFF, in accordance with the IFF License System, unless there is a pay-off plan made and followed. From the registrations to the WFCs 2024 the participations fees must be paid by the end of the date for registration to be eligible to participate

To secure a sound development the IFF still needs to work with ways to increase the outside financing, which primarily comes from the TV/live streaming and sponsors, especially from outside the Floorball market.

21. ADMINISTRATION

As the IFF has grown in respect of the number of members and competitions, the need to have a larger number of staff has also constantly increased. For many years now, the IFF administration has worked at the far limit of its existing resources, especially with the growing number of events and especially in the aftermath of the pandemic, the number of events is expected to increase further in the future. As there is a constant need for more resources in the field of competition and development, the IFF has needed to increase the number of the employees and start to use as much outside working force as possible within the limits of the available financial resources.

Ms. Merita Bruun resigned in May 2022 after 17 years of service, at the end of her maternity leave. Mr. Juerg Kihm has been the replacement for Ms. Bruun during the maternity leave. One new employee

has been contracted during the period, taking the total to 8,5 full-time employees and:
Mr. John Liljelund, Secretary general.
Ms. Merita Bruun, Communication & Anti-Doping Manager (until May 2022)
Mr. Stefan Kratz, Competition Manager
Ms. Sarah Mitchell, Events Manager
Mr. Veli Halonen, Operations Manager
Mr. Tero Kalsta, Sales Coordinator
Ms. Mari Myllärinen, Communication Coordinator
Ms. Monika Kraus, Competition Coordinator
Mr. Juerg Kihm, Communication (Maternity leave replacement and from 01.08 half time)
Mr. James Varecka, Operations coordinator (From 12.09.2022)

22. CLOSING REMARKS

The IFF Central Board would like to thank all Member Associations, as well as all committee and working group members, sponsors, the great number of volunteers who have helped IFF in different ways, and of course the office staff, for the tremendous work done in order to develop floorball from all possible aspects. The running of the IFF Events in 2021 and 2022 has been an enormous achievement with 7 major events inside 16 months. We look forward to a more positive outlook for the next period, which we hope will be a return to a more normal time table and will work more closely with all Member Associations to return Floorball to the schools, local venues, national events, and international television audience as quickly and as strongly as possible.

INTERNATIONAL FLOORBALL FEDERATION

Financial Report 2020

Statement of income

INCOME		Budget	Diff,
Transfers	116540,00	115000	1540,00
Participation fees	82000,00	217000	-135000,00
Organizers fees	21960,00	185050	-163090,00
Temporary play	50,00	6000	-5950,00
Membership fees	194400,00	195000	-600,00
Fines	2400,00	15000	-12600,00
Sponsors & Advertisements	65704,78	235300	-169595,22
Value in kind	120000,00	120000	0,00
TV	6298,54	160000	-153701,46
Internet-TV	1214,80	3000	-1785,20
Office support	140000,00	140000	0,00
Development support	29741,45	31000	-1258,55
Contributions	94866,55	0	94866,55
Sales	4435,87	20000	-15564,13
Lic, revenues & royalties	247727,70	326000	-78272,30
Material exemptions	1161,97	4500	-3338,03
Other	494,67	3000	-2505,33
Total income	CHF 1128996,33	1775850,00	-646853,67
COSTS		Budget	Diff,
Central activities	19048,32	22500	3451,68
Office	703846,02	838000	134153,98
Central Board	14225,00	37700	23475,00
ExCo	0,00	5000	5000,00
GA/AM	4235,77	12500	8264,23
External meetings	127,55	16100	15972,45
IOC 50 Road Map	0,00	1500	1500,00
Parafloorball	32,81	5000	4967,19
Equality Function	20,16	9900	9879,84
Athletes Commission	0,00	10000	10000,00
WFC	32840,03	198700	165859,97
U19 WFC	1528,33	29000	27471,67
EFC	0,00	44000	44000,00
Champions Cup	70015,44	85000	14984,56
World Games	0,00	0	0,00
WUC	0,00	0	0,00
Regional Games	0,00	5500	5500,00
Anti-Doping	14456,57	28600	14143,43
WADA and Education Meetings	2732,28	7998	5265,72
Rules & Competition Committee	2459,24	13800	11340,76
Referee Committee	7314,43	24500	17185,57
Development	789,73	30050	29260,27
Development material	120000,00	120000	
Material*	84037,37	120100	36062,63
Marketing	8481,61	57502	49020,39
TV	80,94	1200	1119,06
Information	34873,96	43700	8826,04
Medical Committee	0,00	6000	6000,00
Appeal Committee	0,00	1000	1000,00
Disciplinary Committee	0,00	1000	1000,00
Total costs	CHF 1121145,56	1775850,00	654704,44
Profit/Loss	CHF 7850,77	0,00	7850,77

* The outcome of the material appr, system was:

Income	247727,70
Costs	212768,08
Profit	34959,62

Balance sheet 31.12 2020

Assets

	01.01 2020	31.12 2020
Current assets		
Cash	0,00	1440,00
Credit Suisse 559200-11	40700,59	151538,22
Credit Suisse MasterCard guarantee	21600,02	16797,42
Receivables*		
Deferr.exp. and accr.income	5668,22	0,00
Claims 2013	45500,00	44000,00
Claims 2014	40050,00	40050,00
Claims 2015	26600,00	25800,00
Claims 2016	50000,00	25000,00
Claims 2017	49500,00	48485,13
Claims 2018	25650,00	20250,00
Claims 2019	404719,20	144036,10
Claims 2020	0,00	151557,95
Prepaid costs	8599,85	8230,63
Receivables from rel.parties	53294,66	58467,57
Total assets	CHF 771882,54	735653,02

Liabilities and equity

Current liabilities		
Accr, expenses & deferred income	-404915,00	-451601,68
Other current liabilities	-20418,26	-28007,55
Loan	-75000,00	-75000,00
Transfers to reserves	-209086,84	-110291,45
Material Board reserves	-27528,57	-27967,70
Equity		
Retained earnings	-34933,87	-34933,87
Outcome 2020	0,00	-7850,77
Total liabilities & equity	CHF -771882,54	-735653,02

Auditor's report

To the general assembly of the International Floorball Federation.

Report on the annual accounts

Opinions

I have audited the annual accounts of International Floorball Federation for the financial year 2020.

In my opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of International Floorball Federation as of 31 December 2020 and its financial performance for the year then ended in accordance with the Annual Accounts Act. The administration report is consistent with the other parts of the annual accounts.

I therefore recommend that the general assembly adopts the income statement and balance sheet.

Basis for Opinions

I conducted my audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities* section. I am independent of International Floorball Federation in accordance with professional ethics for accountants and have otherwise fulfilled my ethical responsibilities in accordance with these requirements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinions.

Responsibilities of the Executive Board

The Executive Board is responsible for the preparation of the annual accounts and that they give a fair presentation in accordance with the Annual Accounts Act. The Executive Board is also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts, The Executive Board is responsible for the assessment of the federations's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Executive Board intend to liquidate the federation, to cease operations, or has no realistic alternative but to do so.

Auditor's responsibility

My objectives are to obtain reasonable assurance about whether the annual accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts.

As part of an audit in accordance with ISAs, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the annual accounts, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence

that is sufficient and appropriate to provide a basis for my opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of the company's internal control relevant to my audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Executive Board.
- Conclude on the appropriateness of the Executive Board's use of the going concern basis of accounting in preparing the annual accounts. I also draw a conclusion, based on the audit evidence obtained, as to whether any material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the annual accounts or, if such disclosures are inadequate, to modify my opinion about the annual accounts. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the annual accounts, including the disclosures, and whether the annual accounts represent the underlying transactions and events in a manner that achieves fair presentation.

I must inform the Executive Board, among other matters, the planned scope and timing of the audit. I must also inform of significant audit findings during my audit, including any significant deficiencies in internal control that I identified.

Report on other legal and regulatory requirements

Opinions

In addition to my audit of the annual accounts, I have also audited the administration of the Executive Board of International Floorball Federation the financial year 2020 and the proposed appropriations of the federation's profit or loss.

I recommend to the general Assembly that the profit be appropriated in accordance with the proposal in the administration report and that the members of the Executive Board be discharged from liability for the financial year.

Basis for Opinions

I conducted the audit in accordance with generally accepted auditing standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities* section. I am independent of International Floorball Federation in accordance with professional ethics for accountants and have otherwise fulfilled my ethical responsibilities in accordance with these requirements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinions.

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Responsibilities of the Executive Board

The Executive Board is responsible for the proposal for appropriations of the federation's profit or loss.

The Executive Board is responsible for the Federation's organization and the administration of the federation's affairs. This includes among other things continuous assessment of the Federation's financial situation and ensuring that the federation's organization is designed so that the accounting, management of assets and the federation's financial affairs otherwise are controlled in a reassuring manner.

Auditor's responsibility

My objective concerning the audit of the administration, and thereby my opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Executive Board in any material respect:

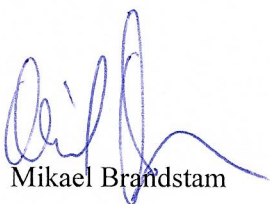
- has undertaken any action or been guilty of any omission which can give rise to liability to the federation, or
- in any other way has acted in contravention of the Articles of Association.

My objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby my opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Articles of Association.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect actions or omissions that can give rise to liability to the federation, or that the proposed appropriations of the federation's profit or loss are not in accordance with the Articles of Association .

As part of an audit in accordance with generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. The examination of the administration and the proposed appropriations of the federation's profit or loss is based primarily on the audit of the accounts. Additional audit procedures performed are based on my professional judgment with starting point in risk and materiality. This means that I focus the examination on such actions, areas and relationships that are material for the operations and where deviations and violations would have particular importance for the federation's situation. I examine and test decisions undertaken, support for decisions, actions taken and other circumstances that are relevant to my opinion concerning discharge from liability. As a basis for my opinion on the Executive Board proposed appropriations of the federation's profit or loss I examined whether the proposal is in accordance with the Articles of Association.

Segeltorp 28th June 2021



Approved Public Accountant

Appendixes: Statement of Income and Balance sheet

INTERNATIONAL FLOORBALL FEDERATION

Financial Report 2020

Statement of income

INCOME

		Budget	Diff,
Transfers	116540,00	115000	1540,00
Participation fees	82000,00	217000	-135000,00
Organizers fees	21960,00	185050	-163090,00
Temporary play	50,00	6000	-5950,00
Membership fees	194400,00	195000	-600,00
Fines	2400,00	15000	-12600,00
Sponsors & Advertisements	65704,78	235300	-169595,22
Value in kind	120000,00	120000	0,00
TV	6298,54	160000	-153701,46
Internet-TV	1214,80	3000	-1785,20
Office support	140000,00	140000	0,00
Development support	29741,45	31000	-1258,55
Contributions	94866,55	0	94866,55
Sales	4435,87	20000	-15564,13
Lic, revenues & royalties	247727,70	326000	-78272,30
Material exemptions	1161,97	4500	-3338,03
Other	494,67	3000	-2505,33
Total income	CHF 1128996,33	1775850,00	-646853,67

COSTS

		Budget	Diff,
Central activities	19048,32	22500	3451,68
Office	703846,02	838000	134153,98
Central Board	14225,00	37700	23475,00
ExCo	0,00	5000	5000,00
GA/AM	4235,77	12500	8264,23
External meetings	127,55	16100	15972,45
IOC 50 Road Map	0,00	1500	1500,00
Parafloorball	32,81	5000	4967,19
Equality Function	20,16	9900	9879,84
Athletes Commission	0,00	10000	10000,00
WFC	32840,03	198700	165859,97
U19 WFC	1528,33	29000	27471,67
EFC	0,00	44000	44000,00
Champions Cup	70015,44	85000	14984,56
World Games	0,00	0	0,00
WUC	0,00	0	0,00
Regional Games	0,00	5500	5500,00
Anti-Doping	14456,57	28600	14143,43
WADA and Education Meetings	2732,28	7998	5265,72
Rules & Competition Committee	2459,24	13800	11340,76
Referee Committee	7314,43	24500	17185,57
Development	789,73	30050	29260,27
Development material	120000,00	120000	0,00
Material*	84037,37	120100	36062,63
Marketing	8481,61	57502	49020,39
TV	80,94	1200	1119,06
Information	34873,96	43700	8826,04
Medical Committee	0,00	6000	6000,00
Appeal Committee	0,00	1000	1000,00
Disciplinary Committee	0,00	1000	1000,00
Total costs	CHF 1121145,56	1775850,00	654704,44
Profit/Loss	CHF 7850,77	0,00	7850,77

* The outcome of the material appr, system was:

Income	247727,70
Costs	212768,08
Profit	34959,62

Balance sheet 31.12 2020

Assets

	01.01 2020	31.12 2020
Current assets		
Cash	0,00	1440,00
Credit Suisse 559200-11	40700,59	151538,22
Credit Suisse MasterCard guarantee	21600,02	16797,42
Receivables*		
Deferr.exp. and accr.income	5668,22	0,00
Claims 2013	45500,00	44000,00
Claims 2014	40050,00	40050,00
Claims 2015	26600,00	25800,00
Claims 2016	50000,00	25000,00
Claims 2017	49500,00	48485,13
Claims 2018	25650,00	20250,00
Claims 2019	404719,20	144036,10
Claims 2020	0,00	151557,95
Prepaid costs	8599,85	8230,63
Receivables from rel.parties	53294,66	58467,57
Total assets	CHF 771882,54	735653,02

Liabilities and equity

Current liabilities		
Accr, expenses & deferred income	-404915,00	-451601,68
Other current liabilities	-20418,26	-28007,55
Loan	-75000,00	-75000,00
Transfers to reserves	-209086,84	-110291,45
Material Board reserves	-27528,57	-27967,70
Equity		
Retained earnings	-34933,87	-34933,87
Outcome 2020	0,00	-7850,77
Total liabilities & equity	CHF -771882,54	-735653,02

INTERNATIONAL FLOORBALL FEDERATION

Financial Report 2021

Statement of income

INCOME		Budget	Diff,
Transfers	113900,00	115000	-1100,00
Participation fees	264000,00	372500	-108500,00
Organizers fees	295355,00	193000	102355,00
Shared cost payments	37800,00	0	37800,00
Temporary play	1595,00	6000	-4405,00
Membership fees	199000,00	195000	4000,00
Fines	500,00	10000	-9500,00
Sponsors & Advertisements	186548,99	241000	-54451,01
Value in kind	120000,00	120000	0,00
TV	319699,66	245000	74699,66
Radio	1333,66	0	1333,66
Internet-TV	4073,64	3000	1073,64
Office support	142523,83	140000	2523,83
Development support	29304,75	29000	304,75
Contributions	32751,70	0	32751,70
Sales	14744,57	20000	-5255,43
Lic, revenues & royalties	143037,55	290000	-146962,45
Material exemptions	1712,51	4500	-2787,49
Other	1393,68	3000	-1606,32
Total income	CHF 1909274,54	1987000,00	-77725,46

COSTS		Budget	Diff,
Central activities	264053,36	25800	-238253,36
Office	768245,63	824500	56254,37
Central Board	8649,54	37700	29050,46
ExCo	0,00	5000	5000,00
GA/AM	6718,01	9500	2781,99
External meetings	0,00	16100	16100,00
IOC 50 Road Map	0,00	0	0,00
Parafloorball	0,00	5000	5000,00
Equality Function	17,56	9900	9882,44
Athletes Commission	0,00	10000	10000,00
WFC	396165,26	342000	-54165,26
U19 WFC	59890,86	53800	-6090,86
EFC	0,00	48400	48400,00
Champions Cup	20695,80	75900	55204,20
World Games	12051,75	0	-12051,75
WUC	0,00	0	0,00
Regional Games	0,00	11000	11000,00
Anti-Doping	30595,14	33600	3004,86
WADA and Education Meetings	1231,68	8000	6768,32
Rules & Competition Committee	29,57	15800	15770,43
Referee Committee	2484,68	24500	22015,32
Development	516,72	29050	28533,28
Development material	120000,00	120000	
Material*	44877,49	110100	65222,51
Marketing	30760,94	43450	12689,06
TV	11,55	1200	1188,45
Information	72630,46	45700	-26930,46
Medical Committee	0,00	6000	6000,00
Appeal Committee	0,00	1000	1000,00
Disciplinary Committee	0,00	1000	1000,00
Total costs	CHF 1839626,00	1914000,00	74374,00
Profit/Loss	CHF 69648,54	73000,00	-3351,46

* The outcome of the material appr, system was:

Income 143037,55

Costs	155323,99
Outcome	-12286,44

Balance sheet 31.12 2021

Assets

	01.01 2021	31.12 2021
Current assets		
Cash	1440,00	1440,00
Credit Suisse 559200-11	151538,22	320376,39
Credit Suisse MasterCard guarantee	16797,42	16800,00
Receivables*		
Deferr.exp. and accr.income	0,00	0,00
Claims 2013	44000,00	0,00
Claims 2014	40050,00	0,00
Claims 2015	25800,00	0,00
Claims 2016	25000,00	0,00
Claims 2017	48485,13	0,00
Claims 2018	20250,00	0,00
Claims 2019	144036,10	141717,40
Claims 2020	151557,95	24200,00
Claims 2021	0,00	301308,67
Prepaid costs	8230,63	7601,70
Receivables from rel.parties	58467,57	15296,09
Total assets	CHF 735653,02	828740,25

Liabilities and equity

Current liabilities		
Accr, expenses & deferred income	-451601,68	-357191,98
Other current liabilities	-28007,55	-31124,05
Loan	-75000,00	-75000,00
Transfers to reserves	-110291,45	-252991,04
Material Board reserves	-27967,70	0,00
Equity		
Retained earnings	-42784,64	-42784,64
Outcome 2021	0,00	-69648,54
Total liabilities & equity	CHF -735653,02	-828740,25

Auditor's report

To the general assembly of the International Floorball Federation.

Report on the annual accounts

Opinions

I have audited the annual accounts of International Floorball Federation for the financial year 2021.

In my opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of International Floorball Federation as of 31 December 2021 and its financial performance for the year then ended in accordance with the Annual Accounts Act. The administration report is consistent with the other parts of the annual accounts.

I therefore recommend that the general assembly adopts the income statement and balance sheet.

Basis for Opinions

I conducted my audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities* section. I am independent of International Floorball Federation in accordance with professional ethics for accountants and have otherwise fulfilled my ethical responsibilities in accordance with these requirements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinions.

Responsibilities of the Executive Board

The Executive Board is responsible for the preparation of the annual accounts and that they give a fair presentation in accordance with the Annual Accounts Act. The Executive Board is also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts, The Executive Board is responsible for the assessment of the federations's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Executive Board intend to liquidate the federation, to cease operations, or has no realistic alternative but to do so.

Auditor's responsibility

My objectives are to obtain reasonable assurance about whether the annual accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts.

As part of an audit in accordance with ISAs, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the annual accounts, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence

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that is sufficient and appropriate to provide a basis for my opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of the company's internal control relevant to my audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Executive Board.
- Conclude on the appropriateness of the Executive Board's use of the going concern basis of accounting in preparing the annual accounts. I also draw a conclusion, based on the audit evidence obtained, as to whether any material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the annual accounts or, if such disclosures are inadequate, to modify my opinion about the annual accounts. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the annual accounts, including the disclosures, and whether the annual accounts represent the underlying transactions and events in a manner that achieves fair presentation.

I must inform the Executive Board, among other matters, the planned scope and timing of the audit. I must also inform of significant audit findings during my audit, including any significant deficiencies in internal control that I identified.

Report on other legal and regulatory requirements

Opinions

In addition to my audit of the annual accounts, I have also audited the administration of the Executive Board of International Floorball Federation the financial year 2021 and the proposed appropriations of the federation's profit or loss.

I recommend to the general Assembly that the profit be appropriated in accordance with the proposal in the administration report and that the members of the Executive Board be discharged from liability for the financial year.

Basis for Opinions

I conducted the audit in accordance with generally accepted auditing standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities* section. I am independent of International Floorball Federation in accordance with professional ethics for accountants and have otherwise fulfilled my ethical responsibilities in accordance with these requirements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinions.

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Responsibilities of the Executive Board

The Executive Board is responsible for the proposal for appropriations of the federation's profit or loss.

The Executive Board is responsible for the Federation's organization and the administration of the federation's affairs. This includes among other things continuous assessment of the Federation's financial situation and ensuring that the federation's organization is designed so that the accounting, management of assets and the federation's financial affairs otherwise are controlled in a reassuring manner.

Auditor's responsibility

My objective concerning the audit of the administration, and thereby my opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Executive Board in any material respect:

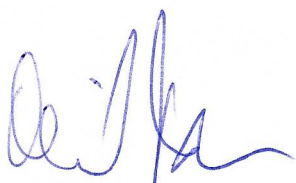
- has undertaken any action or been guilty of any omission which can give rise to liability to the federation, or
- in any other way has acted in contravention of the Articles of Association.

My objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby my opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Articles of Association.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect actions or omissions that can give rise to liability to the federation, or that the proposed appropriations of the federation's profit or loss are not in accordance with the Articles of Association .

As part of an audit in accordance with generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. The examination of the administration and the proposed appropriations of the federation's profit or loss is based primarily on the audit of the accounts. Additional audit procedures performed are based on my professional judgment with starting point in risk and materiality. This means that I focus the examination on such actions, areas and relationships that are material for the operations and where deviations and violations would have particular importance for the federation's situation. I examine and test decisions undertaken, support for decisions, actions taken and other circumstances that are relevant to my opinion concerning discharge from liability. As a basis for my opinion on the Executive Board proposed appropriations of the federation's profit or loss I examined whether the proposal is in accordance with the Articles of Association.

Segeltorp 20th June 2022



Mikael Brandstam

Approved Public Accountant

Appendixes: Statement of Income and Balance sheet

INTERNATIONAL FLOORBALL FEDERATION

Financial Report 2021

Statement of income

INCOME

		Budget	Diff,
Transfers	113900,00	115000	-1100,00
Participation fees	264000,00	372500	-108500,00
Organizers fees	295355,00	193000	102355,00
Shared cost payments	37800,00	0	37800,00
Temporary play	1595,00	6000	-4405,00
Membership fees	199000,00	195000	4000,00
Fines	500,00	10000	-9500,00
Sponsors & Advertisements	186548,99	241000	-54451,01
Value in kind	120000,00	120000	0,00
TV	319699,66	245000	74699,66
Radio	1333,66	0	1333,66
Internet-TV	4073,64	3000	1073,64
Office support	142523,83	140000	2523,83
Development support	29304,75	29000	304,75
Contributions	32751,70	0	32751,70
Sales	14744,57	20000	-5255,43
Lic, revenues & royalties	143037,55	290000	-146962,45
Material exemptions	1712,51	4500	-2787,49
Other	1393,68	3000	-1606,32
Total income	CHF 1909274,54	1987000,00	-77725,46

COSTS

		Budget	Diff,
Central activities	264053,36	25800	-238253,36
Office	768245,63	824500	56254,37
Central Board	8649,54	37700	29050,46
ExCo	0,00	5000	5000,00
GA/AM	6718,01	9500	2781,99
External meetings	0,00	16100	16100,00
IOC 50 Road Map	0,00	0	0,00
Parafloorball	0,00	5000	5000,00
Equality Function	17,56	9900	9882,44
Athletes Commission	0,00	10000	10000,00
WFC	396165,26	342000	-54165,26
U19 WFC	59890,86	53800	-6090,86
EFC	0,00	48400	48400,00
Champions Cup	20695,80	75900	55204,20
World Games	12051,75	0	-12051,75
WUC	0,00	0	0,00
Regional Games	0,00	11000	11000,00
Anti-Doping	30595,14	33600	3004,86
WADA and Education Meetings	1231,68	8000	6768,32
Rules & Competition Committee	29,57	15800	15770,43
Referee Committee	2484,68	24500	22015,32
Development	516,72	29050	28533,28
Development material	120000,00	120000	
Material*	44877,49	110100	65222,51
Marketing	30760,94	43450	12689,06
TV	11,55	1200	1188,45
Information	72630,46	45700	-26930,46
Medical Committee	0,00	6000	6000,00
Appeal Committee	0,00	1000	1000,00
Disciplinary Committee	0,00	1000	1000,00
Total costs	CHF 1839626,00	1914000,00	74374,00
Profit/Loss	CHF 69648,54	73000,00	-3351,46

* The outcome of the material appr, system was:

Income 143037,55

Costs	155323,99
Outcome	-12286,44

Balance sheet 31.12 2021

Assets

	01.01 2021	31.12 2021
Current assets		
Cash	1440,00	1440,00
Credit Suisse 559200-11	151538,22	320376,39
Credit Suisse MasterCard guarantee	16797,42	16800,00
Receivables*		
Deferr.exp. and accr.income	0,00	0,00
Claims 2013	44000,00	0,00
Claims 2014	40050,00	0,00
Claims 2015	25800,00	0,00
Claims 2016	25000,00	0,00
Claims 2017	48485,13	0,00
Claims 2018	20250,00	0,00
Claims 2019	144036,10	141717,40
Claims 2020	151557,95	24200,00
Claims 2021	0,00	301308,67
Prepaid costs	8230,63	7601,70
Receivables from rel.parties	58467,57	15296,09
Total assets	CHF 735653,02	828740,25

Liabilities and equity

Current liabilities

Accr, expenses & deferred income	-451601,68	-357191,98
Other current liabilities	-28007,55	-31124,05
Loan	-75000,00	-75000,00
Transfers to reserves	-110291,45	-252991,04
Material Board reserves	-27967,70	0,00

Equity

Retained earnings	-42784,64	-42784,64
Outcome 2021	0,00	-69648,54
Total liabilities & equity	CHF -735653,02	-828740,25

B

IFF Central Board Recommendation regarding the Motion about the Norwegian Floorball Federation concerning the IFF International weekends

The IFF Central Board finds that the issue raised by the Norwegian Floorball Federation Motion, concerning the implementation of the freeing of players for the respective member federations National teams during the international weekends, is in clear conflict with the stipulations of the IFF Competition regulations for National Teams article 4, which defines the principles for freeing of players. It goes without saying that all IFF member associations are to follow the IFF regulations and that all members shall have equal members to use their best players for their national Teams during international weekends.

The IFF has based on the proposal of the Euro Floorball Tour countries proposal added one international weekend during the autumn, to help with the playing of the EFT tournament and prepare for the World Floorball Championships. As a part of this proposal the EFT countries were made aware of the issue described in the Norwegian motion and that the countries are to free the players of National Teams during the International weekends.

The IFF CB proposes that the IFF General Assembly will give the IFF Central Board the task to look over the formulation of the IFF Competition regulation concerning the freeing of players and the IFF Juridical regulation concerning the sanctions regarding the freeing of players, to clarify the present situation. Further the IFF Central Board are to look over the present system of the International weekends.

IFF Central Board 09.10.2022

Motion concerning the modification of the U19 WFC qualifications by the Belgium Floorball Federation

The Belgium Floorball Federation (BFF) proposes to modify the U19 WFC Qualification system for Europe to allow small European nations to play such tournament and try to qualify.

The U19 WFCQ's were cancelled during the Covid period, the following were scheduled to take place in September 2022 but were postponed to an unknown date. The BFF are quite afraid that the U19 WFCQ's will be cancelled again, as the participating countries find it difficult to organise the qualifications with the present conditions.

The current system for the U19 WFCQ is forcing only the small and some average size European floorball member associations to play them. For small nations like Belgium, it is quite complicated and the cost of organizing such an event represents a large part of the budget of the federation. Our calculations for Belgium put the cost of this type of event at 60% of the federation's annual budget. A cost does not suffer since the great nations do not have since they are qualified ex officio. The average nations probably having a little more means and having to go through the qualifications are also little motivated to organize them since if the qualifications are cancelled, their teams will be qualified. As a result of the present requirements, there are only a few are willing to candidate for organisation.

BFF would like to propose to either re-organize the European qualifications as the men's or women's qualifications or that we start on a qualification system with a smaller number of teams during weekends, which would be less expensive to organise, which would allow small nations to participate in the organization more easily on an organization that looks more like current friendly matches and tournaments.

Belgium Floorball Federation

IFF CB Recommendation concerning the Belgium Floorball Federation motion to modify the qualification system for the U19 World Floorball Championships qualifications

The IFF CB finds that it has been extremely difficult to find organisers for the Men's U19 WFC 2023 qualifications. Based on this the IFF Central Board has in its meeting on the 4th of September given the IFF Office and the IFF Rules and Competition Committee the task to look over the conditions of the qualification system and the requirements for the organisers.

The IFF CB has defined that the U19 WFCQ's will have to be played by the end of February and are looking on different solutions for the future qualifications in regard to the qualifications.

IFF Central Board 09.10.2022

Helsinki, Finland 12th of October 2022

Proposal to the IFF General Assembly concerning the Future of Floorball

The success of Floorball's participation in its first major International multi-sport event – The World Games 2017, in Wroclaw, Poland with the given game format by the organiser and the International World Games Association led to a proposal to change the game time and the number of players in the IFF Events. The matter was discussed at the IFF Associations Meeting in Bratislava 2017 and the member associations were clearly in favor to change the IFF World Championships format to be more like the format of The World Games.

Based on the feedback IFF received prior to the IFF General Assembly (GA) in Prague 2018, the IFF Central Board instead of deciding about the new format, proposed to the IFF General Assembly to decide to test the new system during the seasons 2019 – 2020 and 2020 – 2021 in IFF Events and in other International Events. The testing period was, partly due to the Covid pandemic later extended by the IFF Extraordinary GA 2021 to include also 2021-2022.

During the pandemic, it was for obvious reasons not possible to test the new format to the extent that would have been necessary to have enough data of the effects, to draw conclusive conclusions of the effects. A total of around 100 international games played with the 3x15 min playing time and the 17 player teams (hereinafter "Future of Floorball"). The evaluation made, clearly shows that we need to enlarge the scope of the of the Future of Floorball concept, to find viable solutions.

The fact is that the proposal introduced in the IFF Association Meeting was not evaluated in the IFF member associations and the analysis of the effects was not conducted due to the Covid pandemic. Based on the discussions within the Floorball Community, it has become evident that the Future of Floorball proposal can be only part of the answer to the issues our sport has, namely the gap between the national teams in the IFF Events, the level of our product, the visibility of floorball in TV and other channels and raise the awareness of the IFF Events.

The primary objective for IFF going forward, must be to find ways to enhance the Floorball product and our Major Events. In order to do this, the community must understand and agree what needs there can be to change the product itself, but also how we can close the gap by strengthening the operations of the member federations, as there are no shortcuts for this. The IFF Strategy – Strengthening the Foundations 2021-2032, stresses that IFF together with the member associations needs to find new ways of how to support this development. Whether it is cooperating in the organisation of IFF Events, bilateral coach and player development or any form of organisational development

The IFF CB therefore proposes that there will not be any decision made to continue with the Future of Floorball format proposal, but instead continue the evaluation of, in which direction our sport needs to develop, based on an inclusive process run with all the stakeholders of Floorball.

The task of the IFF Central Board is to create a proposal, through involvement of all the stakeholders in various workshops, for a Development Plan of what we want our product to look and feel in the future and how this-it can be reached. The aim is to have the work finalized by the IFF GA 2024, with first proposals discussed already at the Association Meeting 2023.

IFF CB 09.10.2022

Proposal for the Creation of a Euro Floorball Championships, under the aegis of IFF

Background

The IFF General Assembly 2018 approved the Euro Floorball Tour - EFT-countries proposal to create a new Euro Floorball Championships and gave the IFF Central Board (CB) the task to work out the detailed solution of how Euro Floorball Championships will be played.

In the process several questions have been raised and dealt by the IFF Rules and Competition Committee (RACC), like the question of the quota system for the WFC's as there was a fear among some of the European members that the creation of the Euro Floorball Championships and the direct qualification from the WFC would have created a closed competition system, which has now been avoided, as the WFC quota system has been changed.

IFF has together with the EFT countries have together worked on a renewed proposal for how the Euro Floorball Championships (EFC) shall be played in order to secure the possibility of all teams to qualify for the EFC and to at the same time have more equal matches in both the WFC qualifications and the EFC itself.

The renewed proposal was presented to the member federations during a consultative meeting, after having been postponed several times due to Covid-19, held in Helsinki on the 12th of December 2021. The outcome of the meeting was that all parties were positive to the introduction of the Euro Floorball Championships.

All the parties behind this proposal strongly believes, that after an extensive analysis and discussions with a number of stakeholders, that it would be in both the interest of their and the International Floorball Community to create a Euro Floorball Championships (EFC) starting from 2025.

Objective

The IFF Strategy 2021-2032 defines that there is a growing need to increase the awareness and visibility of our game, not only from a competition point of view, but also from marketing and visibility aspects, to have an additional title to fight for. IFF also desperately needs more international events, to strengthen the marketing, promotion and the awareness of the sport.

The Euro Floorball Championships would receive a much higher status, on the national level than the present EFT's and other Friendly International tournaments played and therefore help the national associations in their work to promote the sport through the championships. There is also a strong consideration that the proposing countries need to have more major events to organise to strengthen their position nationally, giving more valuable events for the host cities, partners, and media. As the objective must be to have the WFC's played also outside of Europe, the EFC would fulfil this need. The new format could also act as an entry point for countries presently ranked 5-12th to start organising Major Events.

The fact that the WFC qualifications today, in its present format, doesn't necessarily serve its purpose as being a way of developing the game of Floorball or closing the gap between the countries on the field of play, also needs to be looked over, as some of the results in the WFCQ's are being contra

productive for the image of Floorball. The parties behind this proposal understand that the set-up for the future competition calendar and the number of events needs to be equal for all parties, taking into consideration also financial aspects.”

Considerations

In order for the EFC will be successful is that there will be enough organisers for this event. The parties making the proposal are aware of the concerns here, but believe that they can be solved, taking into account both the competition equality and the financial solidarity for all countries.

The tournament will be played in two balloted groups of four teams between 7 days, three or four days for group games and 3 days for quarterfinals,, semi-final and medal matches, with a minimum of 20 matches. Men will play in odd years and women in even years, but always in the year before the WFC for that gender.

The EFC would be managed by IFF, in the same way as the WFC's and the U19 WFC's. The bid for organising the event would start 4 years in advance of the Event, with applications 4 years in advance and a decision 3 years in advance. The organising agreement must be signed at the time of the decision. IFF shall use the IFF Event Management System – Eventello to manage the entire process.

The EFC will be lighter, easier, and more cost-efficient to organize than the WFC. The requirements for the bidding, organizing and the arenas for the EFC will be lower than for the WFC's. The EFC gives the organisers a bigger flexibility to cooperate with other cities and venues, than the ones where the WFC's can be played, but still within a 90 minute driving range from an International airport.

Responsibilities

IFF will have the overall responsibility and delegate this to the organiser via the organiser agreement and the EFC Competition regulation. IFF will handle the distribution of the International TV- and Internet-TV signal.

The EFC will be organised based on the IFF regulations and the requirements set in the IFF Event Handbook. The requirements for the EFC will be a little above the requirements of the U19 WFC's when it comes to finances and requirements so that it is easier for smaller floorball countries to organize the event compared to the WFC .

Euro Floorball Championships (EFC) proposal

The proposal is that the GA 2022 shall decide:

-that the EFC should be played during the International Weekend in beginning in September, as a 7 days tournament, making it possible to prolong the season during the spring to strengthen the national leagues.

-to start the EFC with the Men in 2025, so that the EFC is played with a different gender than the WFC each year.

-to start the EFC with 8 teams, but with the possibility to enlarge it to 12 teams after a few years to give more countries the possibility to participate in the event, if there is willingness for it.

-that the top 7 European nations from the previous WFC and the host nation shall be directly qualified for the EFC.

- that the teams directly qualified to the EFC are not to play the WFC qualifications for the next WFC, meaning that these countries are directly qualified for the next WFC, if they participate in the EFC.

IFF CB 9.10.2022



**INTERNATIONAL
FLOORBALL
FEDERATION**

PLAN OF ACTION 2023 - 2024

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1. INTRODUCTION

During the two-year period that lies ahead of us, IFF will in accordance with the IFF Strategy *Strengthening the Foundations*, concentrate on enhancing the member services and work to find new and better ways of working together with the member federations, in order to help them develop their own operations. This is something the IFF will not be able to do on its own, with our limited resources, but needs the support of all of the member associations regardless of size.

As the pandemic seems to be over, IFF will be able to return to a more normal competition calendar, without any Covis restrictions and protocols, which will give us more time and resources to work with the member associations. In the period there will be two U19 WFC's the Men's in Frederikshavn in April 2023 and the Women's in Lahti, Finland in May 2024. The Women's WFC 2023 returns to Singapore in December 2023 and the Men's WFC to Malmö in December 2024. The last version of the present edition of the Champions Cup will be played in Lempäälä in January 2023 and the new Home & Away edition will start in the fall of 2023, with the final in 2024. IFF will work to secure the organisation of the EuroFloorball Cup and the EuroChallenge and look for alternative solutions for the organisations of these events, as it is essential to provide an equal opportunity for all member associations to play in championships.



The fact that we were able to play the IFF events in the end, even after postponements took us back on track concerning the finances, which were severely damaged by the pandemic in 2020 and 2021. It must be a major objective for the IFF to further strengthen its financial base and increase the revenue from outside sources like sponsorship, streaming and TV.

The suggested actions to reach the targets set in the Implementation Plan for the *IFF Strategy 2021-2032 – Strengthening the Foundations* will be the basis for the IFF Plan of Action 2023-2024. The implementation of the IFF Strategy 2021-2032 and the first period 2021-2024 is the most important objective for the coming period.

2. ORGANISATIONAL DEVELOPMENT

IFF today consists of 77 Member Associations, out of which 45 members are Ordinary Members. According to the present IFF Statutes and the IFF Licence System for participation in major events, the members are classified in different Tier groups and support and service is provided in accordance to their development tier. The IFF strongly urges all Member Associations, if they fulfil the requirements stipulated by the IFF Statutes, to apply for Ordinary Membership in the IFF. As a part of the implementation of the licence system, the aim is to promote the values of the system – ensuring that our members are aware of the content and the process. Having said this, IFF will continue to work more closely with its members to try to find ways to strengthen their operations. The pandemic time lowered the activity of the project, but since it seems that the worst of the pandemic is over, the work can continue as has been planned.

Through the implementation of the IFF Strategy 2021-2032 the IFF administration will more actively strive to support the Member Associations to develop their operations and to increase the number of

leagues and that way also to increase the number of players globally.

As part of the process of recovering from the Covid-19 pandemic, the IFF will concentrate on rebuilding our finances and start different processes to strengthen our outside funding.

Based on a survey run with the athletes who participated in WFC qualifications the IFF Administration needs to find new ways to enhance athletes' participation, by defining targets and actions plans for online seminars, meetings in events, etc. The athletes are not that familiar about the ways they can influence the future of the sports and how to be involved more to develop Floorball further.

3. INTERNATIONAL FOCUS

The basis of our operations for the first two decades was to spread, grow and develop the sport globally, while at the same time seeking official approval and recognition from the international sports community. The IFF has now successfully secured the recognition and membership of all the major global sports organisations (IOC, SportAccord/GAISF, ARISF, IWGA, IMGA, FISU and WADA), so in what can be defined as the second phase of our existence, we now need to move to strengthen our members and the product of our sport and our positions and work towards global growth. The key is to increase the number of players internationally and through this help the member federations to grow and strengthen.

As the pandemic has severely slowed down the other operations than the execution of events in the last two years, the focus for IFF must now change and we need to be a more active, stronger, and trustworthy partner of the international sports community, bringing forward new ideas and operations which have proven to be effective in the Floorball community as a whole. It is key to grow the number of countries where Floorball is a major sport, both on and outside the field of play, during the coming ten years. The IFF must help with the development of the organisation, good governance, strategic planning and broadening the sports pyramid in these countries.

The future of Floorball, as a growing sport, is very closely connected to the success of how the IFF and its Member Associations will be able to develop hand-in-hand on the national and international level. It is crucial that all IFF members continue to strive for national recognition to their respective National Olympic Committee (NOC) and National Sports Confederations, and put forth the most suitable, and internationally well-known, national candidates with the biggest chances to be elected, regardless of whether they be sports politicians or high ranking employees. We need to plan how to use the success of participation in The World Games 2022 and the future participation in the Asian Indoor and Martial Arts Games 2023 in Thailand, as 'door-openers' to the NOC's and the National Sport Confederations.

Now is the time for the IFF and the whole Floorball community to change our approach. Instead of just



aiming for being included in multi-sport games, we must strive to strengthen our activities and operations so that the multi-sport organisers come to recognise that having Floorball as part of their event is crucial. This does not mean that we shall not seek inclusion in these events, but we need to build our organisation and our operations and make them stronger, so they are seeking our inclusion, rather than the other way around. The focus must be to secure participation in the regional games and through that have the possibility to, in the future, be invited for global multi-sport games.

In order to have a possibility to participate in the Youth Olympic Games in 2030, we need to develop the

Urban Floorball format to a global 3vs3 format, which can also act as an entry level event for smaller floorball nations both on the national and international level.

4. STRATEGIC OBJECTIVES FOR 2023-2024

The IFF is building and steering its operational planning based on a variety of documents, which are all approved by the Member Associations in the IFF General Assembly (GA). The IFF Strategy, serves as the main long-term reference document for the direction of our overall operation until 2032. This document, the IFF Plan of Action, serves as the short-term plan of what we need to do and how to reach the strategic objectives.

The IFF Strategy Working Group together with the Strategy subgroups have created an implementation plan for the defined time period 2021-2024, with a detailed execution plan and timeline for the needed actions to meet all the targets outlined in the IFF Strategy. These “Suggested Actions” (the actions to be taken to reach the targets in the Strategy) are now the basis for the operations of the IFF.

The implementation of the IFF Strategy must be tied closer together with the actions of the Member Associations. Discussions between the IFF and Member Associations on the co-operative plans are scheduled to start in 2023 with the Core Country 10 meeting and meetings with the Asia-Oceania federations and the American associations.

4.1. Increased number of players, members, and enhanced member services

To increase the number of players and series played in the different countries is one of the main short-term targets the IFF has set. Developing activities and service level through the IFF Licence System, as well as different development projects, will help us to reach the target. The preliminary outcome of the Czech Floorball Fit4Future Erasmus project clearly shows that there is a need to look over the Tier system.

The focus for IFF is not to focus on increasing the membership in Africa and Latin America, but more so take care of the existing countries, working to bring the new members up-to-speed and to help close the gap as early as possible. Different sources indicate that, at present, there are around 90 countries where Floorball is played in one form or another. The objective for IFF must be to collect these countries under its umbrella, and by the end of the period have around 80 -85 members.

One key target must be to strengthen and to help the member associations to create leagues and series, which play on regular bases, because this is the way to get more players and grow the association. To achieve this the approach must be changed and we need to educate and to find the ways to cooperate with the other member federations which already have leagues and also to add to licence system criteria that the administration should participate to some education organised by the IFF.

The cooperation with Special Olympics International (SOI) is crucial as there are already over 60 countries participating in the SOI Floorball programs. This calls for an increased strategic cooperation with SOI based on a concept proposal.

As IFF's resources are limited, we need to find new ways of working, like forming more country groups among the nations which participate in the WFCs, such as the Euro Floorball Tour or 6-Nations to help speed-up development. There is also a need to launch development projects together with the Member Associations for online education in fields of organisation, coaching and refereeing. Here there is already a possible opportunity to test this concept, with the Czech Floorball EU-project Fit4Future

To continue to grow and flourish, reaching our vision and set objectives, the most important factor for IFF is, without doubt, the welfare and positive development of our Member Associations. The whole is equal to the sum of its parts, neither more nor less, and so the success of the IFF depends directly on the success of our Members. The stronger our Member Associations become, the more and faster they can develop Floorball on a national level, increasing the visibility and importance of the sport, in turn, the IFF will become stronger. It is important to understand, however, that this requires a much tighter co-operation between all the stakeholders of the Floorball family.



There is a clear need to strengthen the internal communication between member associations. This could be done for example through increased networking between the top ranked 8-10 countries on a Presidential and Secretary General level. Also, the need for the IFF Core Country meetings is evident and these should be organised on a yearly basis, now after the pandemic. The IFF plans to organise more bi-lateral meetings with the Member Associations and targeted meetings, such as with the Core Countries representatives, to help improve this cooperation. The question is how can the Floorball community push the member federation to take the next step in their development.

4.2. Development work

Floorball Development Seminars will continue to be run by the IFF as a way of bringing together more countries, but the IFF is equally willing to offer country-specific education in the field of coaching, organisation, refereeing or good governance issues. Striving for further development in the Member Associations has seen the introduction of Level 2 seminars in Coaching and Refereeing. The lack of possibilities to meet face-to-face, due to Covid-19 until spring 2022, forced the IFF to seek new forms of running the seminars and a good and quick way to react to the needs of the Member Associations have been the webinars, which has become a solid part of the IFF development work. There is a huge need for new seminars and the IFF will plan and carry those out based on the financial resources, which exists.

Similar to what already exists for the international referees with their various classifications, the IFF will start a certification system for coaching education to help the Member Associations. Many countries already have their own coaching accreditation systems; however, we hope the IFF system may help to standardise these while also providing a new tool for those who have not developed their own system yet. The first steps have been finalised and the implementation process will start in the beginning of 2023

The forms of cooperation that we offer vary from material support to joint development clinics and seminars. The IFF needs to strongly focus on the regions where Floorball is not presently very well represented, such as Africa, Middle-East, South America and Central Asia, and must carefully choose the type of support offered to ensure that it best suits their needs and offers the greatest level of successful outcomes. The equipment support program will continue as it has been and hopefully the problems of 2021-2022, where delivery of equipment was severely limited. At the same time the requests for the equipment support from the Floorball communities have decreased significantly.



IFF will put more focus on the development of the organisational education to the member associations and tie this together with the continued process with the implementation of the IFF Licence System 2.0. This will need to survey what kind of organisational development materials the members would need. It will also need that the IFF will sell the need for organisational development to the member federations.

The IFF will continue to work as a partner in the Fit4Floorball Erasmus+ project, which is aiming to create material for the national sports associations of the development path of a sports organisation.

4.3. Implementation of Licence System 2.0

The IFF License System will be in full use in 2023 especially regarding the financial aspects. The IFF will investigate and evaluate the tier system and how it could be updated to help the member associations further to develop their actions. The plan is also to study if some mandatory administrative education should be included to the tier system during the upcoming few years.

The IFF needs to update the License Tier system in accordance with the Fit4Future project outcomes.

4.4. Lobby work and Multi-Sport Events

The lobbying work by the IFF has been very successful, yet there is still more to be done. Up until now, the IFF strategy has been to secure participation in any multi-sport event, but in the coming period, a careful return on investment analysis must be made, to determine where we shall concentrate our scarce resources and efforts.

With the confirmed inclusion of Floorball to the Asian Indoor and Martial Arts Games in Thailand 2023, the IMGA European Master Games in Tampere, Finland in 2023, and the SEA Games 2023 in Cambodia, it makes it necessary to analyse the resources of our activities and analyse when and where to seek entry into more multi-sport games. A key objective is still that IFF could secure the participation in more multi-sport events after 2023. The IFF is presently in the process to apply for participation in the IWGA World Games in Chengdu, China 2025 and to propose participation of both men and women. If we are only awarded one category, then IFF will propose to participate with Women, but in the name of equality IFF should have the possibility to participate with both genders.

The lobby work must be directed not only on the international level, but also on the local and national level by the Member Associations to ensure that the best possible result is achieved. The IFF CB will need to discuss how to communicate the importance of moving forward in the international scene to all stakeholders, including clubs, Member Associations, and their leadership groups, and to have the international work included in their strategic plans. During the period, IFF will actively seek inclusion into the framework of the international organisations, like the IWGA or WADA, as the situation with GAISF is still very unclear.

In Africa, the IFF will continue the development of the regional competitions. The plan is to play the African Cup in 2024, most likely with the new 3vs3-format. The aim will be to find a way to have participants from both east and west Africa together in the future. The travel distances and related costs are the biggest hurdle for these regional competitions.

4.5. Marketing

The foundations to generate the future revenues envisioned in the IFF strategy are based on IFF sales work and active cooperation with the sales agency Red Carpet Brand Alliances (RCBA). As several national federation and LOC sponsors have also indicated interest in international visibility the IFF will facilitate the collaboration with Member Associations and the Core Country Marketing Network Group. The Marketing function aims to secure the IFF Title sponsor and two main sponsors during 2022-23 to fund the planned actions in the IFF strategy. An increase in external funding is the key for further development of IFF services and activities.

To uphold the high requirements from the organisers and athletes, and a cohesive look to its events the IFF has been able to secure material equipment sponsors for the period 2023-2026. This is a paramount factor in upholding a strong and professional brand for Floorball. The new IFF brand (introduced in 2017) is being closely managed by monitoring the implementation of the brand according to the guidelines. This is emphasised in each design process for IFF event logos and designs. To grow the footprint and visibility of IFF we have as part of the new material sponsors agreements encouraged to utilise more the IFF brand in their own marketing.

The IFF will continue to produce event reports from adult World Floorball Championships and will serve as a strong base for sponsorship sales material. With the introduction of the new streaming and mobile fan-engagement platform the IFF will gain more insight into end-user behaviour as well as targeting tools for partners. All the mentioned material will also be made available to the IFF sales agency RCBA who, with emphasis on the WFC 2024 in Malmö, Sweden, will assist in reaching our sales targets. With growing initiatives and results from our sustainability work this will be emphasised in the sales material to meet the growing demands of sponsors.

4.6. TV & Livestreaming

One of the key factors for success in the field of sponsorship sales is the increased visibility of Floorball on TV and online platforms. The IFF has been able to develop the streaming product with the consistent use of professional commentary by Mr Oilly Hogben and others, and to support the growth of the TV and livestream coverage the IFF will continue to include professional commentary for major events. In some cases, the television and live streaming coverage we currently provide is of a higher standard than that of well-established Olympic sports. IFF also plans to start producing an own studio for its stream during the major events as we are moving away from YouTube and into our own OTT channel.

All IFF events, big or small, are now required to be livestreamed to the IFF OTT channel. IFF will continue to act as the producer of the TV signal for major events and work with the coordination of the uplink and the satellite segment. During the period, the IFF will fully move from our present YouTube to the Sportswik Over-The-Top (OTT) platform, fully managed by IFF, to maximise the monetisation of content and increase revenue. IFF has secured long-term cooperation with the Latvian company PolarHD for the TV-production/ live streaming of our major events.



The more active use of the social media channels is essential for the future and the IFF will through the

Sportswik communication channel look at ways to increase and commercialise our presence in social and mobile media. The target is to integrate these channels as an important part of the sponsorship deals. The IFF, together with sponsors, will need to continue to attract more followers with active campaigns and develop new content, such as the World Virtual Freestyle Floorball Cup launched for the first time in October 2020.

4.7. Future of Floorball

The experience of The World Games 2017 with a shorter game time, smaller teams and very intense and exciting matches, fostered a discussion of the need to change the format also for the IFF major events. When discussed in the IFF Associations Meeting in Bratislava 2017, the Member Associations were clearly in favour of changing the structure. It was decided at the IFF General Assembly 2018 to execute a set of initial tests for the new system in IFF events during the seasons 2019/20 and 2020/21, as well as in other selected international events organised by Member Associations, with the objective to prepare a proposal for the General Assembly 2022.

Due to the Covid-19 pandemic very few tests were carried out in IFF Events in 2020 and 2021 but the Men's WFC 2022 qualifications were played according to the concept with 17 players & 5 officials and game time 3x15 minutes with 10 minutes intermission which gave more teams the possibility to test the format and participate in a survey concerning the format. The WFCQ 2022 and the TWG 2022 also gave some added statistics to compare with the ordinary system, however not as much as maybe would have been needed.

In the process the IFF and the EFT countries have discussed the need to enlarge the scope of the Future of Floorball concept, involving the member associations in a more broad manner. The idea is to look over the whole Floorball product and what possible rules, format or other changes might be needed and further evaluate the present Future of Floorball concept based on this during the next two years. IFF will arrange evaluation sessions during 2023 and a proposal on how to continue the process with the Future of Floorball concept will be reported in the Association meeting 2023 and a final decision in 2024. Actions will be taken based on the decision of the GA 2022.

4.8. Ethics

IFF will continue to develop the activities inside the organisation and towards the Member Associations to promote the positive values of sport, as described inside the IFF Good Governance Policy. These include fair play in a game without match-fixing, and a doping-free sport, giving our athletes the chance to perform in an environment without racism, hooliganism or other kinds of intolerance or violence. The IFF Guidelines against Sexual Harassment & Abuse will be updated and a stronger focus of implementation will be taken, both within the IFF and the Member Associations. IFF has made an agreement with Sportradar to follow-up on the betting activities in connection to the IFF Events and have a possibility to see if there is any irregular betting on Floorball.

When it comes to the work against doping and enhancing good governance structures, Floorball in general is standing out positively already and this will, on both a national and international level, become more important. A positive image for Floorball will foster many areas of work, including growth, sponsorship, and recognition. Securing the voice of the athletes throughout the organisation, and in all development processes, is also a factor needed for IFF to follow the general trend in International Sports.

5. ADMINISTRATION

The IFF administration, consisting today of 8,5 full time employees and the use of seasonal trainees and volunteers at major events, has continued to increase the number of services and operations that the IFF offers to its members. The growing number of competitions and IFF initiatives, the increased demand for services provided to the stakeholders, as well as the expectation that IFF should carry out more tasks on behalf of its members, requires that the IFF administration needs to develop both in numbers and quality. This is imperative if we are to maintain and expand the service level to our members.

There is a discrepancy between the need to increase the number of employees and the missing funds of realising this. The IFF office staff is the biggest asset the federation has, and it is imperative for the continuing development of the organisation. There needs to be succession planning created to secure the consistency of the organisation with priority tasks and services, which must be upheld. One key objective for the IFF is to secure the wellbeing of the IFF Office staff in this situation when there are the Champions Cup Home&Away implemented, the preparation of the Euro Floorball Championships for 2025 and the need to create more services for the members.

One solution could be to work more closely together with the national associations, to gain some support in concrete projects, as it is unlikely to gain much more manpower for the IFF. Having enough personnel or resources will be the key to reach the targets described in the Strategy.

Since the General Assembly in 2004, the IFF office has been located in Helsinki, Finland. In 2020 the IFF re-signed an agreement with the Finnish Floorball Federation whereby they will provide IFF with office facilities until the end of 2024, and thus the IFF office will remain in Helsinki for that time period. The IFF CB shall start the preparations in 2024 for a new agreement with the Finnish Federation, with the aim to keep the office in Helsinki for a future period. The process to register the IFF in Switzerland has been completed and the IFF is now officially registered in Switzerland in Canton de Vaud.



The basic plan is to continue hiring temporary help for the major events, as well as during the Finnish summer when traineeships traditionally take place. One solution is to use more in-house interns to work in the different fields of the activities, and the office will continue seeking opportunities to employ different trainees and civil workers on a project basis. Another approach is to start outsourcing certain duties. Since the IFF office has been financially self-funded for over sixteen years, and the turnover of the budget has increased relatively slowly during the last ten years, IFF needs to look more carefully on our revenue generation, in order for IFF to live up to the expected service level.

At the end of 2022, the IFF administration reached 8,5 employees, consisting of a Secretary General, Competition Manager, Event Manager, Communications & Anti-Doping Manager, Operations Manager, Marketing & Sales Coordinator, Information Coordinator, Competition Coordinator and Operations coordinator. The additional resources shall be directed to the fields of development and membership services, marketing and TV. On a regular basis, the IFF will inform our Member Associations about the different fields of responsibilities of the employees via the IFF web page and through our newsletters. When, and if, the financial situation permits, the administration will be strengthened during the period between the General Assemblies.

6. CENTRAL BOARD

The role of the CB has the nature of a more strategic level decision-making body, working with the overall political questions and direction of the movement. The Executive Committee (ExCo) plays a larger role in the tactical level questions, while the Office carries the operational execution responsibility in accordance with the decided direction.

The CB plans to have four to five meetings per year, out of which at least two are organised in connection to IFF events, but the CB will need to look over the scheduling of these, since the possible demands might require a change in the meeting calendar. The CB should have at least two-three meetings a year with everyone participating in person.

The IFF Executive Committee (ExCo), consisting of the President, the Vice President, Treasurer, the AOFC Senior Vice President, and the IFF Secretary General, will handle and prepare the upcoming issues for the CB and take decisions where they are needed. The IFF President and the Secretary General bear the responsibility of developing the contacts to the international sports community for the CB.

The IFF Central Board (CB) will continue to allocate questions in specific areas of responsibility to each CB member. These special responsibilities will be assigned to the respective committees, functions, office and, if required, to a special working group. This will give more time for the CB to concentrate on the top level strategic and political questions, which will help to determine what is best for World Floorball, and to help spread and develop Floorball worldwide.

The tested approach with dividing the CB meeting into a working session, discussing a few strategic questions in depth during the first day, and having the meeting the second day has proven to be very successful and will continue to be implemented for future meetings. The CB needs to look over the methodology of the workshops if the Covid-19 pandemic will continue for a longer period of time, as conducting the workshops online with the current format is not as effective as would be liked.

7. COMMITTEES & FUNCTIONS

The IFF CB will continue the chosen line to have a limited number of operational bodies – Athletes' Committee (ATC); Development Committee (DevC), Entourage Committee (ENC); Ethics Commission (ETC); Medical Committee (MC); Referee Committee (RC); and Rules and Competition Committee (RACC). The tasks of the RC and the RACC will be assessed to see if there is a possibility to better develop the way the committees are structured and how they are currently working. The CB is to look over the working process of the committees, to use them more to evaluate the prepared proposals created. It is essential that the new IFF committees are developed and supported and that the committees cooperate together.

The other fields of activity are organised into functions lead either by a CB member or a staff member. The functions for marketing, lobbying, and regional development are led by CB members. In addition to these, the IFF operates other functions such as development operations, equality, information, marketing operations, materials, and ParaFloorball. The responsibilities of the committees and functions are allocated by the CB. Additionally, the CB will ask the Secretary General to appoint the relevant employee to act as the secretary of the committees.

The IFF CB needs to more actively strive for gender equality in all of its organs, but especially in the IFF committees.

7.1. Rules and Competition Committee (RACC)

The Rules and Competition Committee (RACC) will continue to focus on dealing with the changing requirements and the fast development of our sport sets on our regulations and competition structure. The main task remains with the ongoing evaluation of the Adult as well as the U19 World Floorball Championships playing system and the timeframe for the playing of these competitions. We are seeing a lot of other sports changing the scheduling of their events which will have an influence on the timing of IFF events as we aim to avoid clashing, because of the impact on possible TV coverage and sponsorship deals. This will have to be monitored closely by RACC.

In addition to the regular administrative work of running IFF events, the RACC will continue to modify the Competition and Organiser Regulations as needed. The introduction of new age categories for international events will be developed, and the international calendar will continue to be revised to among other things include new versions of the game. A review of the WFC playing system has already started and should be completed during the period and the review of the U19 WFC playing system, where the first steps to a structure nearer the adult WFCs were taken in the final rounds of the U19 WFC 2020 (postponed to 2021) and the U19 WFC 2021 and 2022, will continue.

The new format of the Champions Cup, starting in the second half of 2023, needs to be attended to when it regards the tasks division between RACC, staff and the CC steering group. The new format will require more need of jury persons to handle the home- and away matches.

In the IFF Strategy 2021-2032 – Strengthen the Foundations, it has been defined as a target to create new game formats and playing systems, such as mixed floorball, various number of players and size of the field of play. The IFF will continue the work to be able to have new products ready for testing during the two-year period. During the period, to be presented at the Associations meeting 2023, an entry level with 3vs3 or 4vs4 on a smaller field shall be created to which game rules shall be worked out for both indoor (Urban) and outdoor (Street) play. A mixed version for floorball shall also be discussed and evaluated.



In addition the IFF will continue the process and preparations for the introduction of the Euro Floorball Championship in 2025 should the GA 2022 decide that this shall be introduced. In this work also the next step of this event shall be worked out. RACC will actively work with implementation of the IFF Strategy 2021-2032 in all areas affecting competition, seek new solutions for the EuroFloorball Cup and Challenge as well as getting organisers to these and the U19 and WFC qualifications.

Further the RACC will follow-up the Rules of the Game Edition 2022 to check what safety protocols are needed. A Case book will be created to further clarify the game rules and how to handle certain situations. RACC will also continue the cooperation with the Referee Committee in various projects such as the Physical Play project.

7.2. Referee Committee (RC)

The number of appointed international referees has been adequate to carry out all the international events over the last two years. The number of countries where the IFF referees are coming from has increased, with the development being especially good in the AOFC area. Singapore Floorball Association has been an asset to IFF in the development of the AOFC referees and IFF has together with the SFA already agreed that the programs will continue in the upcoming years as well, especially now when it seems that the world is once again opening after the pandemic.

The challenge in getting new referees from new countries has been the number of tournaments and games played. There are a limited number of IFF events annually, where the referees can be educated in real games and the IFF RC needs to secure the level of refereeing in those tournaments and therefore the education aspect can't necessarily be fulfilled fully. The IFF RC will cooperate even more closely with the member associations to find the solution on how to educate referees during the international tournaments.

The IFF RC is to evaluate the possibility of duplicating the system of having a referee development group in the Americas, like the one they have in the Asia-Oceania region.



A continuing challenge for the RC, as in many team sports, is the low number of female referees, and close co-operation with the IFF Member Associations will be crucial in our efforts to increase the numbers. The RC needs to stand forward and also show example by working hard to get women also to the RC to have decision making positions. There has been a positive increase in the number of female referee observers in past years and the IFF RC will continue to nominate female observers as the heads of the referees in IFF events, which already during the last 12 months has turned out to be a success.

The work of the observers, as well as their education, is an important foundation of the overall referee function. The RC will work to find more tournaments suitable for the observers to participate in, as a way to help maintain their connection to international Floorball and also to co-operate with the IFF member associations to find more tournaments for the education purposes.

7.3. Medical Committee (MC)

The Medical Committee (MC) will continue to focus its work on following the requirements set by WADA and adopting them to the IFF Anti-Doping rules and regulations, administrating the IFF TUE procedure, evaluating the IFF in- and out-of-competition testing programme and the Anti-doping education programme.

7.4. Ethics Commission (ETC)

The IFF Ethics Commission (ETC), which is elected by the IFF General Assembly, will continue to work with the documents guiding the IFF operations and the implementation of the Good Governance principles. The questions of advocating equality, preventing any form of harassment in Floorball, and stopping irregular betting and match fixing are high on the agenda.

The Ethics Commission will deal with any reported case of unethical behaviour or abuse, based on the guidelines for what type of cases the ETC will deal with. The ETC will continue to overlook the operations of the IFF, reviewing any behaviour or actions it deems to require attention.

7.5. Athletes' Commission (ATC)

The Athletes Commission (ATC) is now elected during the adult WFC qualifications which allows for a much greater number of athletes to participate in the voting. The latest voting was for the male

representatives in January / February 2020. The current female representatives will continue serving until their elections in 2021, and the chair of the Athletes Commission (currently a female) serves ex-officio on the IFF CB and will remain in this position until after the female elections in 2021.

The ATC elections are usually held in conjunction with the WFC qualification events in January/February, however, with the confirmation of the AOFC event not being held until the end of June and the uncertainty of whether the scheduled events at the start of the year will go ahead as planned, an alternative election method may need to be used. It is possible that voting will be done via an online platform.



Representatives from the ATC are now included in the Referee Committee, the Rules and Competition Committee, and the Rules Change group. One ATC member has been identified as a key candidate to be educated in Anti-doping matters and will be the 'face' of the IFF's AD education work, including assisting IFF staff with Outreach programmes during events. When appropriate, they will also attend WADA conferences as an IFF ATC representative.

The ATC has extended its work in regional areas, especially in Asia Oceania, and the members help to promote the ideals of the IFF and educate on IFF campaigns, such as Anti-Doping and match-fixing awareness. They will continue the work in the region to help strengthen the ties between the many developing countries in the region and the more established European members. The ATC continues to work to increase the visibility and awareness of its work and the members will draw on their Floorball experience to act as role models and Floorball mentors.

In conjunction with the ATC annual meetings, it is planned to always offer some form of training session between the ATC members and local junior players and / or U19 WFC participants. This kind of face-to-face work has proven very popular with both the participants and ATC members and will continue to be a feature of the ATC work. The U19 WFCs remains the best event for the ATC to really make an impact on young players, while during the adult WFCs the ATC members (who are not playing at the event) will be used in media and IFF promotional roles. The overall aim of the ATC continues to be to act as the voice of the athletes in the IFF's decision-making process.

7.6. Entourage Commission

The work of the Entourage Commission (ENC) started in 2022 and the first meeting will take place latest in the beginning of 2023 to further define the workload and to find a way also to co-operate with the IFF Athletes Commission, since there are mutual objectives between these two committees.

7.7. Development Committee

The IFF Development Committee members were re-nominated in the IFF Central Board meeting in October 2022.

The aim of the committee The Development Committee's role is to debate various issues in the sport of floorball, and give both IFF central board and other IFF Committees their considerations and recommendations.

The Development Committee will start with the work related to the member services and development work defined in the strategy and look upon questions like what an entry level competition might look like, based on the Development Committee role document approved by the CB.

8. IFF COMPETITIONS

The appointment of organisers for the IFF major competitions follows a specific appointment schedule, meaning that a first letter asking for organisers normally is sent 60 months prior (five years) to the competition and the appointment is made 48 months (four years) prior to the competition. The organiser bids are done using the IFF Event Management Tool and the Bid Evaluating tool. As a part of this process there is a need to continue to address how best to secure profitability and increase marketing and organisation revenue for both the IFF and the organising national associations of major events.

It is hoped that in 2023 and 2024, the international floorball calendar will return to normal, following a similar schedule as it did prior to Covid-19.

8.1 Adult World Championships

In 2023, Singapore will hold the 14th Women's World Floorball Championships (WFC) from 2nd - 10th December. This is the second time that they will host this event, and is also just the second time that an adult WFC has been held outside of Europe. The 15th Men's WFC in December 2024 will be played in Malmö, Sweden. It is also the second time for this event to be played there, but the first time that it will play host to the final matches of the WFC (in 2006, only group matches were played in Malmö, with the final being played in Stockholm).

IFF will continue with the regional qualifications, which normally are played in January/February of the final round year. Several changes to the qualification system are under consideration, including more teams receiving direct qualification and the use of other regional events as qualification tournaments.

The playing format of the WFCs is already under review by the Rules & Competition Committee (RACC). This review includes the assessment of different types of playing formats as well as the number of teams included in the final round.



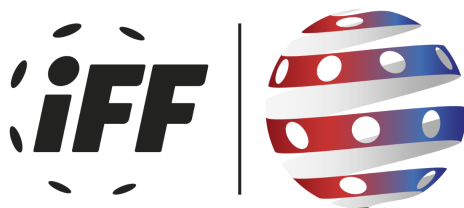
**Women's World Floorball
Championships 2023**
2 Dec - 10 Dec | Singapore

8.2. U19 World Championships

The 12th Men's U19 WFC will be played in Frederikshavn, Denmark from 26th - 30th April 2023. The whole event will be played under one roof in Arena Nord - the same venue that hosted the Women's WFC in 2007. Lahti, Finland will host the 11th Women's U19 WFC from 1st - 5th May 2024.

As with the adult WFC playing system, the U19 format will be reviewed. In addition, the scheduling of the event (currently in May) will be discussed with the Member Associations. Many find the timing of this event difficult as several of the European countries have school and university exams during this time, affecting the availability of players. This has been the topic of competition reviews in the past and no

'best' solution that fits worldwide has been found, however, we will continue to consider all possible options.



MEN'S U19 WORLD FLOORBALL CHAMPIONSHIPS 2023

April 26-30 | Frederikshavn | Denmark

8.3. Champions Cup

Unlike the other IFF competitions, the top club competition in Europe, the Champions Cup (CC), is run by the EFT-countries (Czech Republic, Finland, Sweden, Switzerland) in cooperation with the IFF. The CC was introduced in 2011 and since 2019 has been played as a final four event with only the champions from the EFT countries participating.



The Champions Cup Steering Group has worked with the new playing system to replace the final 4 from 2023, where a home and away matches system will be introduced from 2023, still with teams only from the EFT-countries. The original idea was to introduce the home and away matches involving all national club champions in Europe but this extension will be evaluated with a possible inclusion after two years. The overall goals of the CC continue to be more spectators, positive financial results and broader visibility for the event. The promotion of the CC and the other club competitions will be key in the process and it will be led by the IFF Sales Coordinator, together with the Champions Cup Steering Group. It's also important to create the Champions Cup to become an event with its own recognisable identity.

8.4. EuroFloorball Cup & Challenge

IFF will continue to organise the EuroFloorball Cup (EFC), which this far has been scheduled to be played every year in October with 6 teams for both men and women and the EuroFloorball Challenge (EFCh) which has been scheduled for August each year with the winner of each Challenge event directly qualifies to the next higher-level event in the following year. The EFC and EFCh are organised for the national champions of the 5th and lower ranked Member Associations. Since there has been a low interest to organise these events efforts will be put in to find new solutions for the organisation where organisers of large Club events will be approached for a possible inclusion in any of these events

8.5. Asia Oceania Floorball Confederation Cup

The Asia Oceania Floorball Confederation (AOFC) Cup is scheduled each year (usually in June/July) being played for men and women in alternate years. In 2021, the Women's event was held in conjunction with the Men's WFC Qualifications and the success of this re-scheduling will be reviewed by the IFF and AOFC and may see a new plan for future years. The inclusion of Floorball to regional multi-sport events, such as the Southeast Asian (SEA) Games and the Asian Indoor and Martial Arts

Games (AIMAG) may require a re-evaluation of this event and its timing.

8.6. Africa Floorball Cup

This event has not been organised since 2019. Problems with organisation, participation and, of course more recently, Covid-19 have meant that the limited resources within African floorball have been redirected elsewhere. The playing of international matches is important for the visibility of the sport, but the growth of the sport at grass-roots level requires the most attention.

With this kind of tournament, the difficulty of how to include teams from both Eastern and Western Africa remains a challenge, with the travelling distances and cost factors being significant barriers to participation in a combined event. Discussions between the IFF and African Member Associations to consider the best solutions for this will continue. Finding ways to ensure the highest possible participation levels remain the key aim.

The use of the modified format for this event - 3 v 3 or 4 v 4 - will most likely continue as it has proved very successful in the past.

9. PARTICIPATION IN INTERNATIONAL EVENTS

The strategic evaluation of which multi-sport games IFF is seeking inclusion in, was taken after the evaluation of the IOC Agenda 2020 and IFF has now entered The World Games, the Asian Indoor and Martial Arts Games, the South-East Asian Games and European Master Games. The Olympic Agenda 2020 clearly indicates that The World Games and the Master Games are the global multi-sport events highest on the radar of the IOC. It is of course important to be able to participate in also other multi-sport events on a regional level, to increase the visibility and awareness of Floorball among the National Olympic Committees and National Sport Confederations. However, IFF will need to evaluate the pros and cons of participation in new multi-sport events and have a dialogue with the concerned Member Associations.

Over the next period, the IFF will work with the following multi-sport events and international organisations:

9.1. The World Games (TWG)

The application process for the World Games to be held in Chengdu, China in 2025 will be started in 2023 and the sports will be announced during the IWGA AGM in May 2023. IFF will apply for the participation of both genders and are ready to propose participation only with female teams, if not provided quotas for both genders.



The cooperation with the Chinese Floorball Union will have to start as soon as the participation has been confirmed.

9.2. International University Sports Federation (FISU)

IFF is to provide its view on the new playing format for the FISU University World Games in 2024 still during 2022. IFF will propose the format of 3vs3, to make it easier for the Universities to find teams to participate. This will also give IFF an additional forum to introduce this entry level format.

9.3. International Master Games Association (IMGA)

Floorball was included in the European Masters Games for the first time in 2019 when the event was held in Torino, Italy. The next EMG will be held in Tampere, Finland from 26th June – 9th July, 2023. Floorball will be included in the sport programme and a much higher level of participation is expected. Preparations have already begun and the IFF needs to continue to work closely with the National Associations to promote this event.

9.4. Global Association of International Sports Federations (GAISF) – previously SportAccord

As the future of GAISF is unclear and there is a proposal from within GAISF to dissolve the organisation by the end of 2022, so it is therefore a bit unclear how and if the GAISF Multi-Sport Games will be organised in the future. If the Urban Games will be organised in the future, IFF needs to determine if we want to explore the opportunity to participate in the GAISF Urban Games and if this is the case take the needed actions to secure our participation with the 3vs3 format.

9.5. Regional Multi Sport Events

9.5.1. Southeast Asian Games

Floorball has been included on the programme of the Southeast Asian (SEA) Games 2023, in cooperation with the Cambodian NOC and the AOFC is ongoing. The IFF will work with the AOFC member countries to try and ensure the highest possible participation in the event. The 2023 SEA Games is scheduled to be played from May 5th -16th, 2023, in Phnom Penh.



9.5.2. Asian Indoor and Martial Arts Games

Floorball is for the first time included in the Asian Indoor and Martial Arts Games to be held in Thailand from 17th -26th of November 2023 in Bangkok/Chon Buri with a maximum of 8 Men's and 8 Women's teams from Asia participating. This event is organised by the Olympic Council of Asia. The Thailand Floorball Association is closely connected with the planning of the event with the President of the Thai Association, Dato Seri Chaiyapak Siriwat, also being a Vice President of the Thai Olympic Committee.

10. RULES OF THE GAME

The preparation of the Rules of the Game - Edition 2026 (valid from July 1, 2026) will start in November 2023 when the Rules Reference Group will ask the Member Associations and other stakeholders for proposals to change the existing game rules. IFF is changing the Game Rules in a four-year cycle, where the new edition of the Game Rules will come into force from the 1st of July 2026. There are two groups who work on the change of rules - the Rules Reference Group which is tasked with reviewing and confirming the proposed changes, and the Rule Group whose task it is to actually write the text for new/changed rules as it will appear in the Rules of the Game.

For the Rules of the Game Edition 2026 the milestones are as follows:

- *November 2023:* Request to be sent to all member Associations and all persons in the IFF bodies urging them to send in proposals, with a priority list and in a special template
- *February 2024:* Deadline for sending in proposals

- *March 2024*: Reference group meeting. Preparing a list of rules for testing and asking for test Associations. Asking for feedback from IFF RC, RACC and Athletes Commission on the Changes in the book
- *April 15th, 2024*: Deadline to apply as test Association
- *April/May 2024*: CB decision of test Associations
- *June 2024*: Reference group to prepare a final proposal and again asked for feedback
- *August 2024*: Deadline for feedback, Reference group to hand in the proposal to the RACC.
- *September 2024*: The rule group to start the work with formalising the text for the rule book
- *February 15th, 2025*: Collection of experiences from the tested rules
- *February 2025*: Reference group to evaluate the tests
- *March 2025*: Asking for feedback IFF RC, RACC, IFF Office and Athletes Commission on the final book
- *May 2025*: Deadline for feedback from IFF RC, RACC, IFF Office and Athletes Commission
- *September 2025*: IFF CB to make a final decision and new IFF Rules of the Game to be sent to all member Associations
- *December 2025*: RACC to organise a seminar for Interpretations of the Rules of the Game. All member Associations will be invited to participate on their own cost
- *July 1st, 2026*: The new edition of the IFF Rules of the Game will become valid

11. ANTI-DOPING

Protecting the sport and clean athletes is one of the major tasks of the IFF. In 2003 the IFF became a World Anti-Doping Code signatory and has implemented the World Anti-Doping Code ever since. The “Code” is the fundamental and universal document upon which the World Anti-Doping Programme in sport is based. There will be an audit by WADA where all the IFF Anti-Doping Standards will be evaluated.

In co-operation with the National Anti-Doping Organisations (NADOs), the IFF will continue to implement the IFF Anti-Doping Education Programme with the primary education target groups being U19 teams and any new nations entering IFF events.

12. DEVELOPMENT

One key focus in the development of the Member associations is to strengthen the membership services provided by the IFF during the next few years. Among others there is the idea to build a platform for sharing ideas and knowledge between the member federations and the IFF. The Czech Floorball EU-project Fit4Future will produce federation a maturity matrix, which will be a good source to see what type of services the IFF will need to develop in the coming years.

12.1. Floorball Development Program

The success of international Floorball is based on the development of the IFF, the National Associations and the extended Floorball family. This is the ideal which shapes the overall development work. The implementation of the IFF new strategy will bring more added value for the development program and new materials and programs will be launched in 2023 and 2024. The challenge is to find the needed resources to fill the gap, which the pandemic caused and IFF will not be able to run all the requested seminars and clinics, but by combining and co-operating with the member associations it is possible to find the most efficient ways to run the education. IFF will also continue to run webinars, which are a very cost-efficient way to have basic education.

12.2. Each One Teach One

The Each One Teach One (EOTO) initiative, will still be an option in the future but will concentrate on more tailor-made solutions for bilateral partners. The experience has proven that the most efficient EOTO programs have been in the field of refereeing and coaching projects, especially, those which have involved neighbouring countries who share the same sports culture and/or language. The IFF development function will act more as consulting partner to find the suitable education programs for the Member Associations and match the with the most appropriate mentor.

12.3. Regional development



The IFF needs to continue growing, both in the number of players as well as in the number of Member Associations, as this is one key factor for increased visibility, awareness, and increased market value of the sport. Continental and regional development is key to this. The IFF needs to “restart” the work after the pandemic and concentrate on co-operation with the present members to find new active communities in the regions in order to involve them in the global Floorball community. Some projects have already started at the end of 2022 and will continue during the upcoming years. The aim is to find more projects like that.

12.4. IFF Material Board

The cooperation between the IFF and the Floorball manufacturers has, since 2001, been directed through the IFF Material Board which consists of representatives from the largest Floorball material manufacturers and the IFF. The main task of the Material Board is to focus on what types of technical changes are needed for Floorball material and evaluate the direction of development. The board is also making proposals to the IFF concerning revision of the IFF Material Regulations 2024.

The other task of the Material Board has been to find ways for how the manufacturers and IFF can cooperate in different ways to promote Floorball worldwide. The usage of the surplus from the material approval system is being discussed within the board and will be decided on by the IFF in the coming period.

The process of the changes of the actual technical requirements continues, and eventual changes take place every second year, next time in 2024, with proposals sent in by manufacturers in February 2023. The IFF has re-signed the contract with the technical institute RISE, in Sweden, for the coming three-year period, 2023-2025, which concerns the administration of the material testing of new material and the materials in the retail markets.



13. COMMUNICATION

The IFF aims to continuously improve the quality of communication as part of its overall commitment to promote the sport and increase participation levels among all ages, genders, cultures and abilities. The

IFF publishes a variety of different content and utilises different digital marketing and communication channels. We also assist our Member Associations and other stakeholders by spreading and promoting their activities through the IFF channels..

There are several key points and projects which will earn specific attention and efforts.

- Implementation of the holistic communication solution Sportswik. It will be important to use all the current channels to drag all the followers to the new platform
- As there will be a paywall for live games within the Sportswik solution - it is crucial to create more own content for a better visibility and gain more attraction
 - To investigate in the options of an own IFF TV studio - a first trial is planned for WFC 2022 in Switzerland
- Investigate into new distribution channels for the spread of our news
 - First trial during WFC 2022: to send a daily press release to various media entities all over the world
 - Explore the opportunities of web3, NFT's and Meta-Verse
- Create and execute various campaigns over our media channels; first campaign will be the promotion of #FairFloorball
- Looking into options to create virtual events
- Increase the efforts in promoting our sport with a specific focus to include the athletes more prominently

14. EQUALITY

Following the updating of all current regulations, the use of non-gender specific language will be prioritised in all future documents. The IFF Strategy for 2022-2032 includes some clear objectives for equality, especially in the area of representation in administrative bodies, both of the IFF and Member Associations, and it will be important work in the coming period to ensure how these objectives become substantive actions.

With the growth of the WFC Ambassador programme to include both men and women, the next step will be to expand further to include all countries participating in the WFC qualifications. The inclusion of the qualifications was planned to begin already in 2021 but the cancellation of events and the constant rescheduling due to Covid-19 made this difficult.

The IFF Development seminar format is in the process of being reviewed and the inclusion of equality-themed sections will be considered. These should include not just gender equality information, but also how to encourage the participation of other diversity groups, for example disabled athletes, the aged, refugees, and marginalised groups within communities who could benefit from participation in organised team sports.

In 2021, the Swedish Floorball Federation launched an English-language version of their own equality project called Fifty/Fifty. The Fifty/Fifty online course is aimed for the boards of clubs and federations and is available free of charge to all sports clubs and sports federations whose national floorball federation is an affiliate of the International Floorball Federation (IFF). The aim of the course is for clubs and federations to increase their knowledge about why it is important to work with gender equality and the benefits that it offers both the club and its members. It is often stated that equality issues are 'too difficult' or 'too hard to fix', but the Fifty/Fifty project highlights that even small changes can make big differences. In the Women's WFC year of 2023, the IFF will focus on promoting this tool and encourage clubs and national federations to complete the learning.

15. SPECIAL OLYMPICS & PARAFLOORBALL

The IFF will continue to actively cooperate with the Special Olympics organisation, which has proven to be a good path chosen for developing FLOORBALL in new parts of the world. The IFF will also continue to cooperate with the International PowerChair Hockey (Floorball) organisation. There is a strong interest by IPCH to become a member of IFF.

IFF will work together with the Special Olympics to enhance the cooperation with the countries where the Special Olympics has floorball programs, which are not yet IFF member countries.

16. FINANCE

The key for IFF's financial success is still an increase in external funding, which can best be reached through sponsorship sales. We will continue to work to find a Title and a Main sponsor for the IFF and look upon how the marketing rights will be distributed with the organisers of IFF events, in order to strengthen the finances of the IFF and the Local organisers.

In relation to the requirements of the Licence system, the IFF will, during the period 2023-2024, continue to follow up on the issue of the outstanding debts of the IFF member associations, in accordance with the guidelines given by the IFF auditor. The situation with the COVID-19 pandemic has affected the IFF and the members negatively, further straining the financial situation which has prevented both IFF and the Associations to grow their economies which has slowed down the implementation work but will from the WFC 2024 be fully implemented when it e.g. concerns payments of participation fees on registration time.

The CB will continue to focus on finding new funding sources for the IFF and evaluate what type of new sources of income IFF could have with Merchandising, TV/Streaming, licensing etc. as the present models clearly are not adequate for the continued growth of the organisation and additional services that we need and/or wish to provide.

As a priority, the IFF will focus on supporting the establishment of membership licensing systems in our member countries where it currently does not exist or is limited. This will provide the opportunity for the Floorball community to increase the level of funds in the total sport and thereby relieve some pressure on the IFF budget with more members becoming financially self-sufficient to continue their development.

The Budgets and Financial Reports will be published on the IFF web site. IFF will continue to strive for a healthy financial situation with breakeven financial results when the finances and liquidity situation have been restored after the Covid-19 pandemic.

17. MARKETING

Floorball growth was severely impacted by the pandemic but based on partnership sales and general interest in the WFC 2022 this indicates a positive return. It was also very important, and here we were also very lucky, that we were able to organise both adult events at the end of 2021. After a long absence of major floorball events this gave momentum entering 2022.

Several TV-agreements in major markets have been signed to cover upcoming floorball events, some even until 2026. Further, the agency Protocol Sports Management is actively selling and closing deals on many smaller and developing markets, some of which in countries which are not even participating in the championships. The fundamental switch to a dedicated streaming platform is happening late 2021 early 2022. The requirement to register will give the IFF new tools to collect data and create commercial packages. The introduction of registration and payment for streaming

gives reason to closely monitor the uptake development and general sentiment of the floorball community towards the change. Paywall for streaming creates new revenue streams for the IFF in accordance with goals set forth in the new IFF strategy.

During the period 2023-24 floorball will have many chances to gain visibility and traction. In accordance with the IFF strategic goals we will be included in the 2023 South-East Asian (SEA) Games and the 2023 Asian Indoor and Martial Arts Games giving more credibility and leverage on the international arena. During next summer floorball will also be a discipline in the 2023 European Masters Games taking place in Tampere, Finland. IFF office will actively continue its work to secure floorball participation in the 2025 World Games.

The IFF will continue with its core message “*One World, One Ball, Floorball*” to communicate the unity and inclusiveness of floorball. Another fundamental initiative is the responsibility campaign Fair Floorball which was launched during the adult championships 2021. Fair Floorball will highlight several ethical topics, including work against doping, racism, and irregular betting, as well as incorporating activities striving for equality, fair play and environmental sustainability.

The event surveys which IFF commissions for the adult events included parts in which we measure the perceptions about our sport. We continue the surveys to map spectator and athlete sentiments with the following statements:

- Floorball is an accessible sport (required facilities, game formats and equipment to play)
- Floorball is an equal and inclusive sport (gender parity, diversity of players/fans, disability friendly)
- Floorball is a clean and fair sport (match-fixing, doping, adjudicating, scandal)
- Floorball is a safe sport (likelihood and prevention of injury, protection from abuse)
- Floorball is a sport that is considerate of the environment (sustainability initiatives and advocacy)



National Associations will be surveyed about the IFF brand renewal, how it is perceived and how successful it has been in comparison to the set goals.

The Core Country Marketing Network Group (CCMNG) will continue its work to collect and distribute nationally proven models to other floorball markets. One big on-going project is the utilisation of national league footage on the new IFF streaming platform. The aim is to increase the visibility of the national leagues and their respective streaming services and try to develop new commercial elements for national sponsors. With the introduction of the

new IFF mobile application we can also offer member association sponsors opportunities to have presence in major events with a joint possibility to earn revenue (IFF / MA)

As the key channels in IFF marketing and communications are digital, it will continue to build the well-established social media channels, which will not only serve the fan community, but also increasingly our partners. The federation will also continue growing the new channels such as TikTok.

The results from the event studies conducted in each of the adult WFC's will act as a cornerstone for marketing. The outcome of the studies has proven the strong economic impact the WFC has on the

local economy and businesses. The survey also collates the visibility of the events on TV, media and social media. It has been agreed that studies will be conducted by Quantum Consultancy at least to 2023-2024.

While our sales agency is chasing new deals in Scandinavia the Sales Coordinator is actively in contact with companies that were active leads before agency agreement. Further, there is active key account management to meet and even exceed the sponsor expectations. There are also possibilities to do some upselling once the new streaming and mobile application have been fully rolled out.

18. SUSTAINABILITY

The development of IFF sustainability efforts in the future years will be based on two elements:

1. Collaboration and participation in the UN Sports for Climate Action Group (S4CA) and the Race to Zero networks
2. Partnership with the myclimate climate fund

As a requirement for being a member in the above-mentioned networks a sport organisation will be required to:

- Measure emissions associated with its operations (all scopes / see below)
- Reduce GHG emissions by 4.5% year on year / 45% by 2030 (all scopes included) against an agreed baseline
- After reduction, offset as much as possible remaining emissions, using credible offsetting (recommended: UN backed credits)
- Report publicly on progress with climate goals

To meet future requirements and reporting standards, the IFF will need has invested some money in measurement tools. The tools and know-how are provided by myclimate. To meet the required measurement criteria the IFF will need to present numbers for three different standardised areas, which have been reported for our base year 2020:

Scope 1 – All Direct Emissions from the activities of an organisation or under their control. Including fuel combustion on site such as gas boilers, fleet vehicles and air-conditioning leaks

Scope 2 – Indirect Emissions from electricity purchased and used by the organisation. Emissions are created during the production of the energy and eventually used by the organisation

Scope 3 – All Other Indirect Emissions from activities of the organisation, occurring from sources that they do not own or control. These are usually the greatest share of the carbon footprint, covering emissions associated with business travel, procurement, waste and water.

As a result of the WFC 2022 Green Goal initiative to organise a climate-neutral event the LOC and myclimate will produce a Sustainability Guide for Event Organisers. It will be made available for anyone and will help organisers focus on the right things and present concrete examples of what has and can be done. The IFF will further encourage all member associations to develop their sustainability within their resources of course.

The IFF is part of an EU-funded project GAMES (Green Approaches in Management for Enhancing Sport) which will run over the next three years. The consortium consists of the project leading school Sant'Anna School of Advanced Studies and consultancy Touchline, and three sports represented by World Athletics, International Biathlon Union and Swedish Floorball Federation. The IFF is part of the consortium in a supportive role (one non-EU party allowed). The goal of the project is to audit the organisations for their current green approaches, create best practices to meet environmental

requirements and finally implement these in the respective organisations.

Through its network IFF has also been able to assist its sponsor to develop their sustainability work. Unihoc has developed a stick model which is partially CO2-compensated by myclimate. Further, we have introduced Unihoc to a carbon fibre recycling project and they will continue to investigate if the recycled material fulfils their production quality requirements. The possibility to introduce carbon fibre recycling in the floorball world could be a major paradigm shift.

19. FAIR FLOORBALL

The campaign launched in November 2021, aims to encourage everyone to act responsibly. The foundation, fair, derives from IFF values and emphasises many points from IFF sustainability programs.

The following punchlines are used to cover different areas:

- *FairPlay – Anti-doping / Illegal betting / Match-fixing / Game rules*
- *FairAccess – Special Olympics / Wheelchair Floorball / Diverse formats the the sport*
- *FairTreatment – Equality /LGBT+ / Discrimination / Racism / Respect*
- *FairFuture – Youth / Development / Environment / Economic support*

Each of these areas have dedicated Athletes' Commission ambassadors to promote the message.

The IFF will continue to communicate about the campaign. It will be visible in IFF events in various formats on advertising surfaces, social media, players and referees. The event study has proven that the initiative is not very well known yet, so new campaign material is produced to better encapsulate the thinking behind Fair Floorball. In the WFC 2022 we will also encourage and engage the public to publish their own material about Fair Floorball.



BUDGET PROPOSAL 2023-2024

Appendix 11

To be proposed by the IFF Central Board to the General Assembly 12.11.2022

COSTS		2021	GA 2020 Budget 2022	Proposal 2023	Proposal 2024
Cost Centre					
10	Central activities	264053,36	25 800	28 600	28 600
11	Office	768245,63	840 000	831 000 ¹⁾	855 000 ¹⁾
12	Central Board	8649,54	37 700	35 700	37 700
13	ExCo	0,00	5 000	4 600	5 000
14	GA/AM	6718,01	10 000	10 000	10 000
15	External Meetings	0,00	16 100	16 100	16 100
16	IOC 80 Road Map	0,00	0	0	0
17	Parafloorball	0,00	5 000	3 000	5 000
18	Equality function	17,56	9 900	9 900	9 900
19	Athletes Commission	0,00	10 000	10 000	10 000
20	WFC	396165,26	206 600	239 700	239 700
21	U19 WFC	59890,86	48 000	89 100	89 100
22	EFC	0,00	44 000	44 000	44 000
23	Champions Cup	20695,80	72 000	184 000	184 000
24	The World Games	12051,75	53 000	10 000	10 000
25	WUC	0,00	0	0	0
26	Regional Games	0,00	2 500	16 000	12 000
29	Anti-Doping	30595,14	33 600	33 600	33 600
30	WADA and Edu. Meetings	1231,68	8 000	3 000	3 000
40	Rules & Competition Committee	29,57	15 800	12 800	12 800
50	Referee Committee	2484,68	24 500	16 500	16 500
60	Development	516,72	29 050	25 150	29 200
61	Development equipment	120000,00	120 000	120 000	120 000
70	Material	44877,49	115 100	112 100	120 100
80	Marketing	30760,94	43 450	32 750	37 000
81	TV	11,55	1 200	171 200 ²⁾	190 000 ²⁾
82	Internet TV	0,00	0	0	0
83	Information	72630,46	45 700	75 700	79 700
89	Medical committee	0,00	6 000	6 000	6 000
91	Appeal Committee	0,00	1 000	1 000	1 000
92	Disciplinary Committee	0,00	1 000	1 000	1 000
TOTAL		CHF 1 839 626	1 830 000	2 142 500	2 206 000
1) Based on 8,5 full-time employees + office space					
2) TV costs are moved to from actual cost centre to TV					
INCOME		2021	GA 2020 Budget 2022	Proposal 2023	Proposal 2024
Account					
3011	Transfers	113900,00	120 000	120000	120000
3012	Participation fees	264000,00	283 500	332500	324500
3013	Organizers fee	295355,00	166 000	368000	373000
3014	Shared cost payments	37800,00	0	91500	103500
3015	Part.fees - non-competition	0,00	0	0	0
3019	Temporary play	1595,00	6 000	6000	6000
3020	Sports Nationality	0,00	0	1500	1500
3210	Membership fees	199000,00	198 000	198000	198000
3219	Fines	500,00	10 000	10000	10000
3250	Sponsors & advertisements	186548,99	247 000	256000	292000
3251	Value in kind	120000,00	120 000	120000	120000
3260	TV	319699,66	175 000	170000	190000
3261	Radio	1333,66	0	0	0
3270	Internet TV	4073,64	3 000	20000	20000
3300	Office support	142523,83	140 000	120000	120000
3310	Development support	29304,75	29 000	40000	40000
3320	Contributions	32751,70		0	0
3510	Sales	14744,57	25 000	25000	25000
3860	Material approval income	143037,55	300 000	258000	260000
3861	Material exemptions	1712,51	4 500	3000	1500
3899	Other incomes	906,49	3 000	3000	1000
8020	Interest	0,00	0	0	0
8080	Exchange rate gains	487,19	0	0	0
TOTAL		CHF 1 909 275	1 830 000	2 142 500	2 206 000
Result		CHF 69 648,54	0	0	0

IFF General Assembly 2022
Participants

Appendix 13

Organisation	Name and Surname
Australia	David Alexandrakis
Australia	Stephen King
Austria	Gerold Rachlinger
Belgium	Nicolas Senez
Canada	Matt Smith
Canada	Heather Hudson
Côte d'Ivoire	Marcel Wadja
Czech Republic	Daniel Novak
Czech Republic	Tomáš Frank
Czech Republic	Zuzana Svobodova
Denmark	Steen Houman
Estonia	Meelis Aab
Estonia	Ain Lillepalu
Finland	Juuso Laamanen
Finland	Pekka Ilmivalta
Germany	Daniel Kehne
Germany	Remo Hubacher
Iceland	Ólafur Björgvin Sveinsson
India	Harinder Kumar
India	Pradeep Singh
Iran	Ramezanali Davalo
Israel	Evgeny Mogilevskiy
Israel	Ganna Mogilevskiy
Italy	Giorgio Rambaldi
Italy	Massimiliano Negri
Kazakhstan	Almaz Kainazarov
Kenya	Paul Maina
Kenya	Kevin Muriithi
Latvia	Zane Klabere
Liechtenstein	Reto Voneschen
Moldova	Daniil Opincea
Moldova	Vadim Beleavski
Netherlands	Dorothee Vogelesang
Netherlands	Rick Verberne
New Zealand	Christo Matheson
Nigeria	Henry Oluoma
Nigeria	Chiamaka Oluoma
Norway	Ståle André Wiig
Norway	Tomas Jonsson

Organisation	Name and Surname
Philippines	Noel Alm Johansson
Philippines	Lucas Öijvall
Poland	Marek Chomnicki
Singapore	Arif Azfar Azman
Singapore	Ben Ow
Slovakia	Katarina Klapitova
Slovakia	Martin Kopejtko
Spain	Juan Antonio Roldan
Sweden	Helen Wiklund Wårell
Sweden	Mikael Ahlerup
Switzerland	Daniel Bareiss
Switzerland	Michael Zoss
Thailand	Atinart Pajayakrit
Thailand	Wilens Smabut
Ukraine	Oleg Pavlyshyn
Ukraine	Vasyl Vorobets
Ukraine	Roman Lozynsky
USA	Brian Radichel
USA	Calle Karlsson
Venezuela	Alejandro Russo-Mendoza
IFF Vice President	Filip Suman
IFF Treasurer	Monica Birdal
IFF CB	Jörg Beer
IFF CB	Tamuz Hidir
IFF CB	Steen Houman (also Denmark)
IFF CB	Calle Karlsson (also USA)
IFF CB	Stephen King (also Australia)
IFF CB	Martin Klabere
IFF CB	Carlos Lopez
IFF ATC Chair	Agata Plechan
IFF CB	Pakkamol Siriwat
IFF CB	Kaarina Vuori
IFF Secretary General	John Liljelund
IFF Staff	Veli Halonen
IFF Staff	Tero Kalsta
IFF Staff	Monika Kraus
IFF Staff	Stefan Kratz
IFF Staff	James Varecka